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**Evaluating the O*NET Occupational Analysis System
for Army Competency Development:
Supplemental Appendices**

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**United States Army Research Institute
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EVALUATING THE O*NET OCCUPATIONAL ANALYSIS SYSTEM FOR ARMY COMPETENCY DEVELOPMENT

EXECUTIVE SUMMARY

Research Requirement:

The Quadrennial Defense Review (2006) called for an “in depth study of the competencies U.S. forces require and the performance standards to which they must be developed” (p. 80). The Department of Labor’s (DOL) occupational information database (O*NET; Peterson, Mumford, Borman, Jeanneret, & Fleishman, 1999) provides a logical starting point for identifying the structure and composition of an occupational database that will meet the Army’s needs. Indeed, the Army has previously commissioned a brief concept paper on just this issue (Russell, Mumford, & Peterson, 1996) as well as a more far-reaching review of the O*NET and occupational analysis in general (Committee on Techniques for the Enhancement of Human Performance: Occupational Analysis, 1999). Continuing this reasoned approach, the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI) initiated this project to evaluate the utility of O*NET for describing Army occupation competencies.

Procedure:

The present evaluation focused primarily on the usefulness of the O*NET system for Army occupational analysis *for selection and classification purposes*. The O*NET, which is organized around a content model, contains a wealth of data, and evaluating all of O*NET for all possible human resource needs would be beyond the scope of this effort. The evaluation focused on the appropriateness of O*NET descriptors that would typically be used in an Army occupation analysis for selection and classification purposes. These included abilities, skills, Generalized Work Activities [GWAs], and work context.

The evaluation was designed to address the following six questions:

1. Are Army occupations rated reliably using O*NET rating scales?
2. Do ratings on O*NET rating scales differentiate Army occupations?
3. How well do Subject Matter Expert (SME) and analyst ratings agree?
4. Are ratings on Army occupations similar in quality to ratings on civilian occupations?
5. Are Army occupational profiles similar to those for their civilian counterparts?
6. How well do O*NET’s work requirements descriptors, particularly generalized work activities (GWAs), cover Army job requirements?

Addressing the first five questions required collection of ratings on the selected O*NET descriptors—abilities, skills, GWAs, and work context—for target Army occupations. Four civilian and four officer occupations were selected for this research. The objective was to produce data for the military occupations that could be compared to civilian O*NET data. Therefore, it was important to follow processes currently used by O*NET for data collection. In

effect, this meant collecting information on occupational tasks, abilities skills, GWAs, and work context from Army Subject Matter Experts (SMEs) and collecting ability and skill ratings using trained analysts.

SMEs were non-commissioned officers (NCOs) or officers with several years of experience in the Army and their occupations, and who thus had first-hand observation and experience of the focal occupations. Prior to SME workshops, we drafted lists of the major duties and Key Work Activities (KWAs) for their occupation. In the workshops, SMEs reviewed and finalized the occupation-specific materials and then rated O*NET abilities, skills, GWAs, and work context variables.

Two types of analysts were included in the research—O*NET analysts and project analysts. O*NET analysts were individuals who currently make operational ability and skill ratings for O*NET. Project analysts were HumRRO and ARI personnel who had prior experience with Army occupational analysis. O*NET trainers allowed us to collect our analyst data within the context of scheduled training and data collection for O*NET. O*NET and project analysts attended a 2 ½ day training session on rating abilities and skills. KWAs, GWAs, and work context ratings from the SME workshops served as stimulus materials for analysts to use in making their ratings.

The sixth question required somewhat different data. If O*NET GWAs appeared to be related to or “cover” all or many of the Army job requirements (called Major Duties (MDs)) that are common across occupations, then they would potentially be quite useful for providing a higher-order description of Army occupations (i.e., one that would encompass the major duties performed in the Army). If not, additions or revisions to the GWAs might be needed. In preparation for this assessment of coverage, we developed a major duties list based on prior research and obtained feedback on it from Army SMEs. To make this evaluation, we asked non-incumbent raters to rate the degree to which each MD was “covered” by each GWA, with no occupation specifically identified (i.e., the MD might be imagined to be a part of any of several occupations, no particular occupation was implicated).

Findings:

The O*NET analyst training package appears to work fairly well. Results presented in Chapter III suggest that trained analysts make reliable ability ratings. With some training, SMEs might do so as well, albeit SMEs are likely to take issue with the lack of Army-specificity in the anchors. We also found that trained project and O*NET analysts were able to rate the abilities with about the same level of agreement and reliability observed for O*NET analyst ratings of civilian occupations.

The ability level ratings show appropriate convergent and divergent validity for enlisted occupations. That is, the correlation between occupations on abilities was low relative to the correlations among different rater types. This suggests that the abilities would provide a useful basis for distinguishing jobs for classification purposes. We did, however, find that project analysts drew more distinctions than O*NET analysts. This suggests that trained analysts should be ones who know something about Army jobs. We also found that the abilities were less

distinguishing for officer occupations, but it is possible that officer occupations are truly more similar to each other than enlisted ones are, since officers have common responsibilities regardless of occupation.

Finally, we applied the multi-trait, multi-method approach to assess the convergence/divergence of O*NET ability data for Army occupations with O*NET ability data for civilian counterpart occupations in the O*NET database. We found that ability ratings for Army occupations correlated most highly with ability ratings for their civilian counterparts (mean $r = .73$); Army occupation ability ratings did not correlate as highly with ability ratings for non-counterpart civilian occupations (mean $r = .41$).

All rater types rated skills very reliably, and there were no large differences in the magnitude of ratings made by different rater types on skills. When all eight occupations were considered, the skill ratings showed differentiation across occupations. That differentiation diminished when we looked within enlisted and officer occupations, most of the differentiation probably resulting from differences between officer and enlisted occupation skill level requirements. Skill level means were considerably lower, on average, for entry-level enlisted jobs than for entry-level officers; it makes sense that higher levels of skills are more likely to come into play as Soldiers move up the ranks. As with the abilities, Army occupations were more highly correlated with counterpart civilian occupations on skills than non-counterpart occupations, another piece of evidence supporting skill rating validity.

While the empirical data for the work context variables were strong (e.g., SMEs rated them reliably, they differentiated jobs), verbal reports from the SME workshops suggested areas in which the work context descriptors might be improved. In particular, the work context descriptors could be helpful in describing in-garrison and deployment contexts—which were a frequent point of discussion in the workshops. Based on other comments from SMEs in the workshops, possible additions to the descriptor set include descriptions dealing with the following: work pace; sleep deprivation; communication with indigenous people, host nation counterparts, peers, and supervisors; travel, overseas travel, and extended time away from home; and lifting heavy weight.

The data suggest that if the Army were to collect GWA ratings from about 15 to 18 SMEs for each occupation, a recommended multi-rater reliability of .80 would be achieved. The data also suggest that those GWA ratings would differentiate occupations. The convergent correlations between Army occupations and *SOC* counterparts, in conjunction with the divergent correlations between Army and non-counterpart occupations, provide additional support for the convergent and divergent validity of the GWA ratings made by SMEs.

The task of assessing the coverage of MDs by GWAs showed that most MDs were covered by GWAs. Based on the criteria we imposed, 67 of the 87 MDs had “full” coverage, five had “High Partial” coverage, 11 had “low partial” coverage, and four were not covered. Interestingly, the 15 with low partial or no coverage were not necessarily Army-specific. We grouped them as follows: trades-related (e.g., install, maintain, and repair pipe assemblies),

hazard/combat related (e.g., fire direct fire weapons), team-related (e.g., help peers and individual team members), and miscellaneous (e.g., prepare food and beverages).

Utilization and Dissemination of Findings:

The results of this research suggest that the rapid development and implementation of an Army-specific occupational analysis system is practicable using O*NET descriptors as a foundation. Recommendations include:

- Incorporate the ability and skill domains of O*NET “as is;”
- Make improvements by adding key descriptors to the O*NET GWAs and work context domains, as described in the final chapter;
- Develop and refine an Army-wide domain of Key Work Activities, organized into higher-order Major Duties;
- Use a cadre of trained analysts to make the ability and skill ratings (the standard O*NET training given to either experienced Army SMEs or Army scientists would be sufficient);
- Use samples of 15 to 30 SMEs to make the GWA and work context ratings for each Army occupation.

This system would provide an extremely useful “common language” occupational analysis system for the Army with strong links to the civilian occupational database. Such a link has obvious benefits for recruitment and rapid mobilization efforts. Selection and classification applications should flow directly from such a system as described in Campbell et al. 2006 and training and development needs could be met with a linkage of specific occupational tasks to KWAs and, hence, to Major Duties. Opportunities for efficiencies in training and development applications would seem much easier to identify with such a system, as would the definition and development of job performance criteria linked to KWAs and MDs.

EVALUATING THE O*NET OCCUPATIONAL ANALYSIS SYSTEM FOR ARMY COMPETENCY DEVELOPMENT

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EVALUATING THE O*NET OCCUPATIONAL ANALYSIS SYSTEM FOR ARMY COMPETENCY DEVELOPMENT: SUPPLEMENTAL APPENDICES

Purpose

This document provides appendices to supplement the U.S. Army Research Institute report *Evaluating the O*NET Occupational Analysis System for Army Competency Development* (Russell, Sinclair, Erdheim, Ingerick, Owen, Peterson, & Pearlman, 2008). All of the appendices contain descriptive statistics for data collected during the project.

APPENDIX A

Descriptive Statistics for SME Ratings on Key Work Activities by Target Job

KWA Ratings 31A Military Police Officers

Item Number	KWA		Importance (1-5)		Frequency (1-7)		Performance Variability (1-5)	
			M	SD	M	SD	M	SD
A	Plan and lead MP combat operations.		4.78	.44	4.00	.87	3.78	.44
1	Direct and lead MP platoon in offensive combat operations.		4.67	.50	3.22	.67	3.67	.50
2	Direct and lead MP platoon in combat support operations.		4.78	.44	4.00	.71	3.67	.50
3	Direct and lead defense of MP platoon during combat operations.		4.44	.73	3.00	.71	3.44	.88
4	Plan MP offensive combat operations.		4.56	.73	3.33	1.00	3.44	.53
5	Plan MP combat support operations (e.g., clearing operations and searches).		4.78	.44	3.67	.71	3.89	.33
6	Plan for defense of MP platoon during combat operations.		4.00	.71	2.89	.78	3.33	.87
7	Review MP post-combat operations reports.		4.11	.60	4.00	1.41	3.56	.73
8	Interact with and handle media personnel.		4.67	.71	2.67	.71	2.56	1.01
B	Maneuver and mobility support operations		4.78	.44	4.22	.83	3.89	.33
9	Plan MP support of maneuver and mobility support operations.		4.33	.71	4.11	.60	3.56	.53
10	Coordinate support requirements for maneuver and mobility support operations		4.33	.71	3.89	.78	3.89	.33
11	Direct and lead MP support during maneuver and mobility support operations.		4.56	.53	4.11	.78	3.78	.67
C	Area security operations		5.00	.00	4.56	.73	3.89	.60
12	Plan a base defense.		4.11	.78	2.67	.71	3.22	.67
13	Plan for the security of critical sites, high ranking personnel (HRP), and equipment.		4.44	.53	3.22	1.09	3.33	1.22
14	Plan and execute area and zone reconnaissance.		4.33	.50	3.33	1.12	3.67	1.12
15	Supervise the implementation of measures to reduce vulnerabilities to security threats.		4.00	.71	3.44	.73	3.56	.88
16	Plan MP operations to counter or control civil disturbances.		4.00	1.00	2.56	1.42	3.44	.88
17	Direct and lead MP platoon in civil disturbance response operations.		3.89	1.05	2.33	1.50	3.44	.88
D	Internment and resettlement.		4.89	.33	3.22	1.39	3.33	.87

KWA Ratings 31A Military Police Officers

Item Number	KWA		Importance (1-5)		Frequency (1-7)		Performance Variability (1-5)	
			M	SD	M	SD	M	SD
18		Monitor extraction operations for detainees.	4.33	.87	3.11	1.05	3.44	.73
19		Conduct confinement operations (U.S. military prisoners)	4.00	1.00	2.44	2.01	3.22	1.09
20		Plan and supervise prisoner escorts.	4.11	.93	3.44	2.07	3.67	1.00
21		Plan detainee operations.	4.11	.93	3.22	1.79	3.67	1.00
22		Supervise the processing of detainees at the point of capture.	4.33	.87	3.78	1.48	3.78	.83
23		Supervise detainee operations at point of capture.	4.22	.83	3.67	1.41	3.78	.83
24		Manage the operation of Detainee Collection Point (DCP) or Detainee Holding Area (DHA).	4.44	.88	3.11	1.45	3.67	.87
E		Law and Order operations.	4.56	.73	4.67	1.50	3.78	.83
25		Manage law and order operations.	4.44	.73	4.44	1.33	3.67	.71
26		Plan and conduct training of host nation forces on law and order.	4.44	.53	3.56	1.51	3.33	.71
27		Direct and lead MP law and order operations.	4.22	.67	3.56	1.67	3.44	.88
28		Supervise guard mount.	4.00	.71	3.56	1.13	3.89	.93
29		Supervise MP desk operations.	3.78	.67	3.33	1.32	3.33	.87
30		Supervise a traffic stop.	4.11	.78	3.89	1.76	3.56	.88
31		Supervise traffic accident investigations.	3.44	1.01	2.67	1.32	3.11	.93
32		Supervise the protection of a crime scene.	4.11	.78	2.67	1.41	3.00	.87
33		Supervise the apprehension and processing of criminal suspects/offenders.	4.22	.67	3.00	1.32	3.22	.97
34		Supervise interrogations and interviews of criminal suspects/offenders.	3.89	.93	2.78	1.39	3.11	1.05
35		Coordinate MP law and order operations with host nation police.	4.33	.87	3.11	.93	3.11	.78
36		Review MP forms and crime reports.	4.67	.50	4.44	1.42	3.67	1.00
37		Collect information from individuals and groups	4.11	.78	4.22	1.72	3.44	1.01
38		Direct and lead MP support in response to emergency incidents (e.g., mass casualty events).	4.00	.71	2.33	.87	3.00	.71

KWA Ratings 31A Military Police Officers

Item Number	KWA		Importance (1-5)		Frequency (1-7)		Performance Variability (1-5)	
			M	SD	M	SD	M	SD
F	MP	police intelligence operations.	4.33	.71	4.00	2.40	3.11	.78
39	Plan MP	operations to collect intelligence and threat information.	4.22	.83	4.11	2.26	3.11	.78
40	Direct and lead MP	intelligence collection operations.	4.11	.78	3.67	2.00	3.22	.97
41	Supervises the gathering and consolidation of intelligence collected during normal MP operations (e.g., combat, security, law enforcement).		4.22	.83	4.33	1.94	3.11	.93
42	Coordinates with other MP and civil force units on the collection of intelligence and threat information.		4.22	.67	3.89	1.45	3.44	.88
43	Coordinates with local police and populace on the collection of intelligence and threat information.		4.22	.97	3.56	1.74	2.89	.78
44	Reports intelligence and threat information to designated Army and non-Army personnel.		3.67	1.00	3.89	1.76	3.33	1.12
45	Share intelligence with Soldiers, peers, and supervisors		4.33	.71	4.78	1.64	3.44	.88

KWA Ratings 31B Military Police Enlisted

Item Number	KWA		Importance (1-5)		Frequency (1-7)		Performance Variability (1-5)	
			M	SD	M	SD	M	SD
A		Conduct law enforcement activities	4.78	.44	4.67	1.66	3.67	1.22
1		Search vehicles for explosive devices or prohibited items.	4.44	.88	4.33	1.41	3.44	1.13
2		Patrol an area of responsibility	4.22	.83	5.33	1.87	3.89	1.36
3		Respond to a disturbance	4.67	.50	3.56	1.24	3.78	1.20
4		Apprehend, search, and arrest criminal suspects	4.78	.44	3.89	1.05	3.56	1.42
5		Subdue a suspect with a baton (straight or PR-24 side handle baton)	3.33	1.12	1.67	.50	2.78	1.30
6		Determine level of force necessary to subdue a subject	4.89	.33	3.89	1.17	3.78	1.09
7		Search a building for an individual(s) or objects	3.89	.78	3.11	1.05	2.89	1.17
B		Guard entrances and control traffic or crowds	4.22	1.09	3.33	.71	3.89	1.17
8		Conduct vehicular and pedestrian traffic control	4.00	1.00	4.00	1.50	4.22	1.09
9		Guard entrances at dismount points, roadblocks, and checkpoints	4.67	.50	4.44	1.59	4.22	.97
10		Control or evacuate crowds/non-combatants	4.11	1.05	1.56	1.13	2.78	1.56
C		Control detainees or prisoners	4.44	1.01	3.44	2.01	3.56	.88
11		Search detainees or prisoners	4.89	.33	3.78	2.22	3.67	1.12
12		Restrain detainees or prisoners	4.56	.73	3.22	1.86	3.33	1.00
13		Guard detainees or prisoners	4.56	.88	4.11	2.26	3.78	.83
14		Observe detainees or prisoner behavior	3.89	1.36	4.11	2.62	3.00	1.50
15		React to disorder, indirect fire, or escape in a detainment/corrections facility	4.44	.73	1.78	.97	2.78	1.20
16		Inspect an area within a detainment/corrections facility	4.11	1.05	3.11	1.90	2.78	1.09
17		Escort detainees to a new location	4.22	.83	3.44	1.81	3.33	1.12
18		Maintain accountability of prisoners (e.g., head counts; awareness of transfers; keep log)	4.78	.44	4.56	2.46	3.56	1.24
19		Regulate (e.g., control, count, and inspect) incoming and outgoing materials for meal procedures	4.22	.83	3.89	2.20	3.22	1.30
20		Subdue and move prisoners from cells	4.44	.73	2.67	1.32	3.44	.88

KWA Ratings 31B Military Police Enlisted

Item Number	KWA		Importance (1-5)		Frequency (1-7)		Performance Variability (1-5)	
			M	SD	M	SD	M	SD
D	Investigate a crime.		3.67	1.66	2.89	1.36	3.00	1.12
21	Secure evidence at or from a crime scene		4.33	1.00	2.44	1.13	3.00	1.41
22	Investigate a crime or possible crime following specific procedures.		3.56	1.42	3.00	1.32	2.67	1.22
23	Interview witnesses, victims, and suspects.		5.00	.00	4.44	.73	3.67	1.22
24	Investigate traffic violations or accidents.		3.67	.87	4.00	1.41	3.22	1.39
25	Establish a perimeter to crime scene and control access		4.22	.83	2.78	1.39	3.56	1.59
26	Defuse a situation using interpersonal skills		4.89	.33	4.67	.87	2.78	1.09
E	Provide security		5.00	.00	5.22	2.05	4.56	1.13
27	Provide security for a facility as member of a team		4.33	.87	3.56	1.88	4.22	.67
28	Provide security for an individual(s) as member of a team		4.44	.53	3.44	1.51	3.33	1.66
29	Provide security for cargo as member of a team		4.00	1.12	3.33	1.58	3.89	1.27
30	Transport and maintain security of classified materials		3.89	1.54	1.78	1.39	2.44	1.74
F	Respond to Electronic Attack		3.11	1.17	2.00	1.58	2.33	1.41
31	Identify and respond to electronic attack over a radio net		3.33	1.41	1.78	1.39	2.44	1.59
G	Communicate		4.89	.33	6.00	1.12	3.67	1.22
32	Send and receive radio messages		4.44	.73	6.00	1.50	3.89	1.05
33	Set up secure radio transmission site		4.44	.73	4.00	2.12	2.78	1.64
H	Write reports		4.44	.88	4.89	1.45	3.56	1.13
34	Prepare NBC, spot, and situational reports		4.11	.93	4.33	1.32	3.56	1.33
35	Prepare initial law enforcement report needed for incident		4.44	.73	4.33	1.32	3.22	.83
I	Drive wheeled vehicles		4.56	.53	6.33	1.12	4.11	.93
36	Follow appropriate protocol while driving emergency vehicles		4.67	.50	5.00	1.73	3.89	.78
37	Drive tactical vehicles (e.g., ASV)		4.78	.44	5.11	2.09	3.56	1.13

KWA Ratings 88A Motor Transport Officers

Item Number	KWA		Importance (1-5)		Frequency (1-7)		Performance Variability (1-5)	
			M	SD	M	SD	M	SD
A		Direct and lead convoy operations.						
1		Plan and coordinate convoy operations throughout duration of operation(s).	5.00	.00	4.25	.50	4.50	1.00
2		Conduct reconnaissance of convoy MSRs (main supply route) and/or ASRs (alternate supply route).	4.60	.55	4.20	.45	4.80	.45
3		Supervise preparation of convoy personnel and vehicles for operations.	4.40	.55	4.00	.71	4.40	.55
4		Conduct convoy briefing pre/post-operations	4.80	.45	4.40	.55	4.40	.55
5		Provide current intel to convoy personnel	4.60	.89	4.20	.45	4.40	.89
6		Direct and lead convoy during operation.	4.80	.45	4.60	.55	4.40	.89
7		Supervise the recovery of convoy vehicles.	5.00	.00	4.20	.45	4.60	.89
8		Select personnel to operate vehicles based on mission needs	3.80	1.30	3.40	1.14	4.40	.55
9		Supervise completion of forms and personnel vehicle operation identification	3.00	1.58	3.40	1.52	4.00	1.00
10		Facilitate training for new vehicle operators in the platoon/unit	4.00	1.00	4.20	.45	4.60	.55
11		Integrate TCN (Third Country National) or civilian contract vehicles into convoy	3.20	.84	2.60	.55	3.80	.84
12		Submit convoy clearance requests	3.80	.84	4.00	.71	4.20	.84
B		Direct and lead defense of convoy.						
13		Plan for defense of convoy.	4.00	.71	4.40	.55	5.00	.00
14		Plan and supervise battle drills for convoy defense	4.75	.50	4.00	.00	5.00	.00
15		Direct and lead defense of convoy when attacked.	4.60	.89	4.00	1.22	4.60	.55
16		Coordinate defense of convoy with attachments.	4.80	.45	4.20	.84	4.60	.89
17		Supervise the reorganization of convoy post-attack.	5.00	.00	3.25	.96	4.20	1.10
18		Conduct precombat inspections	5.00	.00	4.20	.45	4.60	.55
C		Supervise the maintenance and servicing of transport vehicles.						
19		Supervise the inspection of vehicles before, during, and after operations.	4.60	.55	3.25	.96	4.20	.84
20		Supervise unit maintenance and servicing of vehicles.	4.80	.45	4.40	.55	4.80	.45
21		Supervise the training of drivers in transport vehicle maintenance.	4.25	.96	4.00	.00	4.75	.50
22		Inspect transport vehicles.	4.40	.55	4.60	.55	4.60	.55
			4.40	.89	3.80	.45	4.20	.84
			3.60	1.14	3.60	.55	3.50	.58
			3.80	.45	4.00	.71	4.00	.82

KWA Ratings 88A Motor Transport Officers

Item Number	KWA	Importance (1-5)		Frequency (1-7)		Performance Variability (1-5)	
		M	SD	M	SD	M	SD
D	Supervise the transport of personnel and cargo.	4.50	.58	4.25	.50	5.00	.00
23	Supervise the loading/unloading of personnel for transport.	3.80	.84	4.40	.55	4.75	.50
24	Supervise the loading/unloading of cargo for transport.	4.20	.84	4.40	.55	4.75	.50
25	Inspect loading/unloading of transport vehicles.	4.00	1.00	4.40	.55	4.75	.50
26	Investigate and prepare report on driver accidents.	2.80	1.30	2.20	1.10	3.00	1.63
27	Maintain accountability of cargo movement between nodes	4.80	.45	4.80	.45	4.33	.58
28	Ensure safety of personnel during loading/unloading operations	4.60	.55	4.80	.45	4.67	.58

KWA Ratings 88M Motor Transport Enlisted

Item Number	KWA		Importance (1-5)		Frequency (1-7)		Performance Variability (1-5)	
			M	SD	M	SD	M	SD
A		Operate wheeled vehicle.						
1		Drive wheeled vehicle alone or in a convoy on a non-tactical mission.	4.89	.33	5.00	1.41	4.25	1.16
2		Drive wheeled vehicle with trailer or semitrailer.	4.88	.35	3.75	1.28	3.78	1.09
3		Drive wheeled vehicle on adverse roads and terrain.	4.75	.71	4.44	1.51	3.75	1.28
4		Drive wheeled vehicle under adverse climatic conditions.	4.88	.35	4.11	1.76	4.13	.99
5		Couple/uncouple trailers or semitrailers.	4.88	.35	4.00	1.69	3.78	1.30
6		Back wheeled vehicle with trailer or semitrailer.	4.63	.74	4.38	1.19	3.67	1.00
7		Complete accident forms.	4.75	.46	4.63	1.19	3.67	1.00
8		Drive a wheeled vehicle alone or in a convoy on a tactical mission.	4.13	.99	3.22	1.99	3.38	1.51
9		Recover a disabled vehicle	5.00	.00	4.56	1.51	3.88	1.46
10		Performs emergency procedures for wheeled vehicle	4.38	.74	3.44	1.74	3.25	.89
11		Drives wheeled vehicle defensively	4.63	.74	4.33	1.66	3.63	1.30
B		Maintain and service wheeled vehicle.						
12		Prepare wheeled vehicle for operations.	4.67	.71	3.63	2.07	3.63	1.30
13		Inspect wheeled vehicle before, during, and after operations.	4.67	.71	4.75	1.67	4.13	.99
14		Service and maintain wheeled vehicle.	4.67	.71	4.88	1.55	3.88	1.25
15		Complete driver trip records.	4.67	.71	5.13	1.36	4.00	1.31
C		Transport personnel and cargo.						
16		Load/unload passengers for transport in a wheeled vehicle.	4.44	1.01	4.88	1.25	3.63	.92
17		Operate heavy equipment to load/unload cargo for transport.	4.38	1.06	4.56	1.33	3.63	1.30
18		Load/unload cargo for transport in a wheeled vehicle.	4.56	.73	4.13	1.46	3.88	1.36
19		Secure and tie-down cargo before transport in wheeled vehicle.	4.56	.73	4.00	2.00	3.63	1.30
20		Inspect tie-downs and security of cargo before and during transport in wheeled vehicle.	4.38	.74	4.38	1.06	3.22	.83
D		Navigate and guide wheeled vehicle movements.						
21		Read maps.	4.63	.74	4.88	1.13	3.56	1.13
22		Operate vehicle navigational and movement tracking systems including drivers' vision enhancers.	4.67	.71	5.00	1.20	3.75	1.16
23		Guide wheeled vehicle movements for other drivers.	4.67	.71	5.13	1.25	4.00	1.07
			4.78	.44	4.38	1.30	3.75	1.39
			4.78	.44	4.63	1.60	3.63	1.41
			4.88	.35	4.11	1.69	3.63	1.30
			4.63	.52	4.67	1.94	4.00	1.31

KWA Ratings 19A Tank Platoon Leader

Item Number	KWA	Importance (1-5)		Frequency (1-7)		Performance Variability (1-5)	
		M	SD	M	SD	M	SD
A	Conduct battle command planning and mission preparation.						
1	Execute the 8 steps of Troop Leading Procedure (TLP).	5.00	.00	5.25	1.26	4.00	.82
8	Conduct pre-combat checks and inspections.	4.75	.50	5.25	1.26	4.00	.82
		4.25	.96	4.50	1.00	4.00	.82
B	Conduct offensive operations.						
9	Conduct movement to contact to develop the situation, or to establish or maintain enemy contact.	4.50	.58	3.75	.50	3.75	.50
		4.75	.50	3.50	1.73	3.50	.58
10	Conduct a hasty or a deliberate attack to destroy or neutralize enemy or to seize or control terrain.	4.75	.50	3.50	.58	4.00	.00
11	Control platoon fire distribution, techniques of movement, and formations during the offense.	4.75	.50	4.50	1.73	4.00	.00
12	Execute actions on contact (deploy and report, evaluate and develop situation, choose and execute COA).	4.75	.50	4.25	.96	4.00	.00
13	Execute tank/platoon battle drills (contact, action, change formation, indirect fire, ambush, IED, chemical/nuclear attack).	4.50	.58	4.25	.96	4.00	.00
14	Perform tactical road march.	3.75	.50	4.00	.00	4.25	.50
15	Conduct convoy escort and protection operations.	4.00	.00	3.75	.50	4.00	.82
16	Conduct link-up or actions at contact point.	3.50	.58	3.50	.58	4.00	.82
17	Support breaching operations.	3.25	.96	2.50	.58	3.00	.82
18	Conduct offensive operations in urban terrain.	4.50	.58	3.75	1.89	3.67	.58
C	Conduct defensive operations.						
19	Select, prepare, occupy, and defend hasty and deliberate battle positions (BP); build and execute unit engagement areas (EA).	4.25	.96	3.25	1.50	3.75	.50
		4.50	1.00	3.25	.96	3.50	.58
20	Conduct displacement to subsequent BP, with or without overwatch; execute disengagement and withdrawal criteria.	4.00	.82	3.25	.96	3.25	.50
21	Conduct counterattack by fire or by fire and maneuver.	4.00	.82	3.00	.00	2.50	1.00
22	Control platoon defensive fire distribution, defensive movement, and vehicle positions.	4.50	1.00	3.50	.58	3.50	.58

KWA Ratings 19A Tank Platoon Leader

Item Number	KWA		Importance (1-5)		Frequency (1-7)		Performance Variability (1-5)	
			M	SD	M	SD	M	SD
23		Conduct defensive operations in urban terrain.	4.75	.50	3.50	1.00	3.67	.58
24		Move into and occupy an assembly area.	3.50	1.29	4.25	.96	4.75	.50
25		Establish perimeter defense.	4.00	.82	4.25	.96	4.75	.50
26		Execute passage of lines (as stationary or passing unit, forward or rearward).	3.25	.50	3.00	.82	4.00	1.15
27		Execute a relief in place.	3.75	.50	3.25	.50	4.00	.82
	D	Conduct operations with combined arms and other forces.						
28		Conduct offensive and defensive operations with light or mechanized infantry forces. Operate as part of an infantry team in a light battalion/heavy platoon or light/company/heavy section mix, or in support of a mechanized infantry unit.	4.25	.50	3.50	1.00	3.75	.50
			4.00	.82	4.00	.82	3.75	.50
29		Plan and execute operations with indirect fire support (mortars and FA). Call for and adjust indirect fire.	5.00	.00	3.75	.50	3.25	.50
30		Respond to direct air-to-ground coordination with Army aviation assets during operations.	4.25	.50	3.00	.00	2.75	.50
31		Coordinate support and protection of combat engineer platoons performing mobility, countermobility, and survivability operations.	4.00	.82	2.50	.58	2.75	.50
32		Mark positions and locations during CAS missions.	4.50	.58	3.00	.00	4.50	1.00
33		Coordinate with MP units for movement and mobility support (MMS) and detainee operations.	2.75	.50	2.75	.50	3.50	1.29
	E	Conduct sustainment, soldier support, and training operations.						
35		Conduct platoon consolidation, reorganization, rearm/refuel, evacuation, and LOGSTAT reporting following offensive or defensive engagements.	4.25	.96	5.25	1.26	4.25	.96
			4.25	.96	4.00	.82	4.25	.50
36		Provide for property accountability and safeguarding of platoon assets: vehicles, weapons, equipment, ammunition, and supplies.	4.50	.58	5.25	1.26	4.25	.96
37		Ensure field maintenance and sustainment maintenance activities (PMCS, DS, GS), including service, repair, recovery, and evacuation, through inspections, testing, monitoring, requisitions, reporting, coordination, and supervision.	4.50	.58	4.75	.50	4.00	1.15
38		Coordinate personnel services for platoon Soldiers including morale activities, comfort, well-being, awards and recognition, discipline, leaves and passes, family support, evaluations/promotions, and assignments.	3.50	1.29	4.00	.82	4.50	.58

KWA Ratings 19A Tank Platoon Leader

Item Number	KWA	Importance (1-5)		Frequency (1-7)		Performance Variability (1-5)	
		M	SD	M	SD	M	SD
39	Coordinate and monitor Soldier medical treatment, relief and evacuation, physical health, hygiene, field sanitation, counseling, mental health.	4.25	.50	4.75	1.71	4.50	.58
39.5	Plan, execute and evaluate platoon training.	4.25	.50	5.00	1.41	4.50	.58
F	Operate as Member of a Tank Crew	4.00	.82	5.50	1.73	4.25	.96
40	operate vehicle communications and information systems including tactical radios, FBCB2, BFT, and tactical internet	4.50	.58	5.50	1.91	4.50	.58
41	perform vehicle tactical navigation and direct movement	4.75	.50	6.25	1.50	4.50	.58
44	Operate/engage targets with tank commander's weapon/CWS	4.50	.58	4.00	.82	3.75	.96
45	Issue fire commands/direct tank main gun/machine gun engagements	4.75	.50	4.00	.82	4.25	.96
46	Engage main gun targets from CWS	4.25	.50	4.00	.82	4.00	.82
47	Operate the CID and thermal management system/CITV	4.25	.50	5.25	1.71	4.25	.96
48	Perform tank crew PMCS including pre and post gunnery checks and services	3.75	.50	4.75	.50	4.50	.58
50	Execute crew drills	4.25	.50	4.00	1.15	4.50	.58
G	Conduct Stability Operations	4.00	.82	4.25	1.26	3.50	.58
51	Communicate through an interpreter	4.25	.50	5.25	1.26	3.50	1.00
52	Conduct tactical questioning	3.75	.50	4.75	.50	4.00	.82
53	Conduct tactical site exploitation	3.25	1.50	3.75	.50	3.00	1.41
54	Conduct engagements with local civil leaders (e.g. tribal, police)	4.00	.82	4.00	.82	3.75	.50
55	Control civilian movement	3.75	.50	4.00	.82	4.00	.82

KWA Ratings 19K Tank Armor Crewman Enlisted

Item Number	KWA	Importance (1-5)		Frequency (1-7)		Performance Variability (1-5)	
		M	SD	M	SD	M	SD
A	Operate communications equipment and tank information systems.	4.33	.82	5.67	1.51	3.17	.75
1	Operate radio communication equipment.	4.17	.75	6.33	1.21	3.83	.98
1.5	Load radio communication equipment	4.33	.52	4.17	.41	2.33	1.37
2	Operate tank computer and digital information systems (e.g., FBCB2).	3.00	.00	4.20	1.10	2.40	.89
B	Prepare and drive a tank.	4.17	.75	5.33	1.51	3.33	.82
3	Prepare the tank for operation.	4.50	.55	4.83	1.33	3.83	.98
4	Troubleshoot tank malfunctions.	4.00	.63	4.67	1.86	2.33	.82
5	drive tank	4.33	.82	5.17	2.04	3.33	1.03
C	Operate and maintain tank main gun.	4.17	1.17	3.67	1.63	3.00	1.41
6	Prepare the tank loader's station for operation.	4.50	.55	4.33	.82	3.50	.55
7	Load/unload tank main gun.	4.67	.52	4.33	2.07	4.33	1.03
8	Maintain and service tank main gun.	4.33	.82	3.67	1.03	2.83	1.33
D	Operate and maintain tank-mounted machine guns.	4.67	.52	3.50	1.38	3.33	1.21
9	Misfire procedure on tank main gun	4.67	.82	2.83	1.47	2.33	1.21
11	Mount/dismount machine guns.	4.50	.55	3.67	1.21	4.33	.82
12	Load/unload machine guns.	4.67	.52	3.50	1.38	4.00	.63
13	Maintain and service machine guns.	4.50	.84	3.83	.98	3.17	1.17
14	Aim, track, and fire machine guns at targets.	4.33	.82	3.50	1.64	2.50	1.05
14.1	Perform misfire procedure on machine guns.	4.50	.84	3.17	1.33	2.33	1.51
E	Recover and tow tank.	3.67	.82	1.83	.75	1.83	.75
15	Recover and tow tank.	3.17	.41	2.00	.89	1.67	.52
F	Operate and maintain tank-mounted mine clearing equipment.	3.17	.75	2.33	1.03	1.83	.75
16	Maintain and service tank-mounted clearing equipment.	2.83	.75	2.83	1.47	1.67	.82
17	Operate tank-mounted clearing equipment.	3.00	.89	2.17	.75	2.17	1.17

KWA Ratings 19K Tank Armor Crewman Enlisted

Item Number	KWA		Importance (1-5)		Frequency (1-7)		Performance Variability (1-5)	
			M	SD	M	SD	M	SD
G		Maintain and service non-weapons tank systems and equipment.	3.83	.75	3.83	1.17	2.67	.82
19		Maintain and service tank automotive system.	4.50	.84	4.67	.52	3.17	1.17
20		Maintain basic issue tank equipment.	3.83	1.17	4.17	.75	3.00	1.26
21		Decontaminate equipment using portable decontamination equipment.	3.33	1.63	1.67	.82	2.33	1.51
H		Inspect and stow tank gun ammunition.	4.50	.84	3.67	2.07	3.50	1.52
23		Inspect tank ammunition.	4.50	.84	3.50	1.97	3.33	1.51
24		Prepare and stow tank ammunition.	4.50	.84	3.67	2.07	3.33	1.63
24.1		Identify tank ammunition	4.00	1.26	3.83	1.94	3.50	.84
I		Handle and evacuate casualties.	4.33	.82	2.17	.75	2.67	1.37
25		Evacuate a wounded crewman from a tank.	4.50	.55	2.00	.89	3.00	1.26
26		Request medical evacuation.	4.17	.98	1.33	.52	2.33	1.63
J		Navigate in the field.	3.83	.75	3.33	2.25	2.33	.82
27		Assemble and read maps.	3.83	.98	2.50	1.05	2.67	.52
28		Guide and direct tank platoon movements.	2.60	2.19	2.40	2.61	2.00	1.73
K		Inspect and maintain electrical equipment	3.83	.41	3.67	.52	1.83	.98
29		Maintain, service, troubleshooting communication equipment.	3.83	.98	3.50	.55	2.17	.98
L		Conduct Tank Crew Drills	4.17	.98	3.00	1.41	2.83	1.17
30		conduct rollover drill	4.50	.84	3.00	1.41	3.33	1.21
31		conduct fire evacuation drill	4.50	.84	3.00	1.41	3.33	1.21
32		conduct ammunition fire drill	4.50	.84	2.17	1.17	2.83	1.47
33		conduct emergency/water evacuation	4.50	.84	2.00	1.26	2.67	1.37

KWA Ratings 25A Signal Support Officer

Item Number	KWA		Importance (1-5)		Frequency (1-7)		Performance Variability (1-5)	
			M	SD	M	SD	M	SD
A		Manage the restoration of communication services (COMSVCS).	4.80	.63	4.70	1.06	4.00	1.41
1		Troubleshoot the reason for outage of communication services and formulate solutions.	4.80	.42	4.20	.92	3.89	1.45
2		Direct and supervise signal support staff to isolate outage and restore communication services.	4.90	.32	4.50	1.35	4.44	1.33
3		Coordinate external support from contractors and other non-Army personnel to repair and restore communication services.	4.70	.48	4.00	1.05	4.11	1.05
4		Monitor and track progress in restoring communication services.	5.00	.00	5.20	1.03	4.33	1.12
5		Provide periodic updates to senior Army personnel on outage and the restoration of communication services.	4.90	.32	5.50	1.27	4.67	1.00
6		Document and report outages and repairs completed to restore communication services.	4.90	.32	5.00	1.25	4.33	1.00
B		Plan and manage tactical communications support operations in the field.	4.67	.50	4.33	1.66	4.50	.76
7		Plan tactical communication support operations in the field.	4.90	.32	3.80	1.23	4.11	1.36
8		Supervise the preparation of signal support staff and equipment prior to operations.	4.80	.42	4.90	1.45	4.11	1.05
9		Direct signal support staff to install, maintain, and operate tactical communications equipment and networks during operations.	4.50	.71	4.50	1.58	4.11	1.05
10		Direct signal support staff to install, maintain, and operate tactical satellite equipment during operations.	4.60	.70	4.10	1.60	4.33	.87
11		Distribute guidance and instructions on communications security (COMSEC) during operations.	5.00	.00	4.30	1.49	4.67	.71
12		Supervise and monitor the use of communications security (COMSEC) countermeasures during operations.	4.80	.63	4.70	1.42	4.22	1.39
13		Supervise and monitor tactical communication support during operations in the field.	4.50	.85	5.10	1.60	4.00	1.50
14		Produce technical drawings and illustrations	4.50	.71	4.20	1.32	4.56	1.01

KWA Ratings 25A Signal Support Officer

Item Number	KWA		Importance (1-5)		Frequency (1-7)		Performance Variability (1-5)	
			M	SD	M	SD	M	SD
15		Collect, decode, and analyze electronic signals	3.80	1.32	3.10	1.29	3.11	1.90
16		Setup and manage help desk	4.60	.84	5.20	1.99	4.33	1.32
17		Coordinate with appropriate personnel for access to and securing equipment	4.78	.44	4.67	1.41	4.25	1.49
C		Plan and manage communications security (COMSEC) support.	4.78	.44	4.67	1.41	4.25	1.49
		Develop guidelines and procedures for using and handling communication security (COMSEC) equipment and materials.	4.40	1.35	2.50	1.43	3.44	1.88
19		Plan and develop procedures for the accounting and secure storage of communications security (COMSEC) equipment and materials.	4.78	.67	3.20	1.48	4.22	1.39
20		Plan and develop procedures to handle the compromise of communications security (COMSEC) equipment and materials.	4.60	.84	3.20	1.48	3.78	1.72
21		Monitor and account for communications security (COMSEC) equipment and materials in use.	4.90	.32	4.30	1.64	4.33	1.41
22		Monitor and supervise the secure storage of communications security (COMSEC) equipment and materials.	4.90	.32	4.50	1.27	4.44	1.33
23		Plan and coordinate the training of personnel using and handling communications security (COMSEC) equipment and materials.	4.80	.42	3.60	1.43	4.33	1.32
D		Plan and manage computer equipment and network support.	4.56	.73	4.67	1.12	4.38	1.41
		Plan the set-up and configuration of a computer network based on user specifications and requirements.	4.40	.84	4.20	1.32	4.33	1.12
25		Direct signal support staff to install, maintain, and operate computer equipment and networks.	4.40	.97	4.50	1.27	4.44	.88
26		Plan and coordinate the training of personnel using computer equipment and software.	4.30	.95	3.50	1.27	3.78	1.72
27		Monitor and manage the distribution of computer equipment and software.	4.30	1.16	3.90	1.45	4.44	1.33
28		Monitor the functioning and operation of computer networks.	4.70	.67	3.80	1.32	4.33	1.00
29		Prepare and submit reports on network security events.	4.50	.85	4.00	1.41	4.44	.73

KWA Ratings 25A Signal Support Officer

Item Number	KWA		Importance (1-5)		Frequency (1-7)		Performance Variability (1-5)	
			M	SD	M	SD	M	SD
30		Brief senior Army personnel on computer network operations and security events.	4.80	.42	4.00	1.33	4.56	.73
31		Install cable and wire	4.40	.84	3.20	1.40	3.89	1.54
E		Plan and manage the security of computer equipment and networks.	4.78	.44	3.67	1.50	4.13	1.64
32		Develop security guidelines and procedures such as passwords for using computer equipment and networks.	4.50	.97	2.70	1.42	3.89	1.76
33		Train personnel on security procedures and protocols when using computer equipment and networks.	4.70	.48	3.60	1.51	3.89	1.54
34		Monitor and analyze computer networks for security threats using automated software.	4.50	.85	4.40	1.78	4.11	1.54
35		Monitor the installation of software on computers connected to network.	4.10	.74	3.70	1.25	4.00	1.58
36		Supervise the maintenance of firewalls and other measures to protect computer networks from security threats and viruses.	4.20	.79	4.10	1.29	3.78	1.48
37		Supervise the scheduled maintenance and updating of computer network software and security patches.	4.40	.84	3.70	1.34	4.56	1.01
38		Supervise the restoration of computer networks to operation and recovery of lost data stored on network.	4.40	.70	3.50	1.51	4.33	.87
39		Report network attacks to relevant Army personnel.	4.70	.67	5.00	1.63	4.56	1.01
40		Prepare and submit forms certifying the security of computer networks.	4.50	.71	3.40	1.17	4.33	.71
F		Plan and manage signal support team operations.	4.44	.73	4.44	1.33	4.25	1.49
41		Plan signal support team operations.	4.50	.71	4.50	1.18	4.56	1.01
42		Prepare and brief signal support team for operations.	4.50	.71	4.80	.92	4.67	.71
43		Direct and lead signal support team operations.	4.40	.84	4.80	1.14	4.44	1.33
44		Coordinate the security and support requirements of signal support teams with other units before and during an operation.	4.70	.67	4.60	1.17	4.22	.97
G		Plan and manage communications equipment.	4.63	.74	4.25	.71	4.29	1.50
45		Procure communications equipment for network.	4.30	.95	3.70	1.16	3.78	1.48

KWA Ratings 25A Signal Support Officer

Item Number	KWA		Importance (1-5)		Frequency (1-7)		Performance Variability (1-5)	
			M	SD	M	SD	M	SD
46		Plan for the distribution of communications network equipment and software.	4.20	.92	3.50	1.27	4.22	1.39
47		Monitor and manage the distribution of communications network equipment and software.	4.20	.92	3.70	1.42	4.33	1.32
48		Direct signal support staff to install, maintain, and operate communications networks.	4.50	.71	4.10	1.52	4.44	1.13
49		Supervise the updating and distribution of phone books and lists.	4.30	.95	3.60	1.43	4.11	1.05
50		Manage communication equipment user requirements.	4.20	1.03	3.90	1.29	4.22	1.20
51		Inspect and monitor the security of communications equipment and network.	4.60	.52	4.40	1.26	4.67	.71
52		Supervise the implementation of measures and procedures to protect the communications network from security threats.	4.60	.70	3.80	1.62	4.33	1.41
53		Install and configure communications equipment in a vehicle	4.70	.48	4.20	1.23	4.44	1.33

KWA Ratings 25U Signal Support Enlisted

Item Number	KWA		Importance (1-5)		Frequency (1-7)		Performance Variability (1-5)	
			M	SD	M	SD	M	SD
A		Install, maintain, and troubleshoot commercial computers and peripherals.	3.56	.73	4.11	.93	3.67	1.00
	1	Set-up and configure commercial desktop or laptop computers and peripherals such as printers.	3.56	.73	3.78	.83	3.22	.83
	2	Install network hardware and software in commercial desktop or laptop computers.	3.56	.73	3.67	1.12	2.89	1.27
	3	Perform scheduled maintenance and services on commercial desktop or laptop computers.	3.78	.97	4.11	1.36	3.44	1.24
	4	Troubleshoot and repair commercial desktop or laptop computers to operation.	4.00	.71	3.89	.93	3.33	1.12
B	5	Prepare maintenance records and forms for commercial desktop or laptop computers and peripherals.	4.22	1.09	4.22	1.56	3.44	1.33
		Install, maintain, and troubleshoot secure data transmission equipment.	4.67	.71	4.44	1.33	3.89	.93
	6	Set-up and install secure data transmission equipment.	4.67	.71	4.22	1.39	4.11	1.05
	7	Perform scheduled maintenance and services on secure data transmission equipment.	4.44	.53	4.22	1.20	3.89	.93
	8	Troubleshoot and repair secure data transmission equipment to operation.	4.67	.50	4.56	1.13	4.00	1.00
C	9	Prepare maintenance records and forms for data transmission equipment.	4.67	.50	4.22	1.39	3.78	1.20
		Install, maintain, and troubleshoot tactical computer networks and systems.	4.44	.88	3.89	1.05	3.56	1.01
	10	Install tactical computer networks and systems such as the Force XXI Battle Command Brigade and Below (FBCB2).	4.89	.33	4.11	1.27	3.89	.78
	11	Perform scheduled maintenance and services on tactical computer networks and systems such as the Force XXI Battle Command Brigade and Below (FBCB2).	4.89	.33	4.00	1.32	4.00	.87
	12	Troubleshoot and repair tactical computer networks and systems such as the Force XXI Battle Command Brigade and Below (FBCB2) to operation.	4.89	.33	4.56	1.51	4.00	.87
D	13	Prepare maintenance records and forms for tactical computer networks and systems.	4.89	.33	3.89	.78	3.78	.67
		Install, maintain, and troubleshoot secure communications and tactical satellite systems.	4.89	.33	4.11	1.36	3.67	1.12
	14	Set-up and install secure telephones.	4.22	.67	3.67	1.32	3.56	.88
	15	Troubleshoot and repair secure telephones to operation.	4.33	.71	4.00	1.50	3.44	1.13
	16	Install secure radio equipment and mobile communications systems.	4.56	.73	4.00	1.22	3.78	.97
	17	Perform scheduled maintenance and services on secure radio equipment and mobile communications systems.	4.89	.33	4.22	.83	3.89	.93

KWA Ratings 25U Signal Support Enlisted

Item Number	KWA		Importance (1-5)		Frequency (1-7)		Performance Variability (1-5)	
			M	SD	M	SD	M	SD
18		Troubleshoot and repair secure radio equipment and mobile communications systems to operation.	4.89	.33	4.78	1.30	3.89	.93
19		Install tactical satellite equipment.	4.78	.44	3.67	.71	3.56	.88
20		Perform scheduled maintenance and services on tactical satellite equipment.	4.67	.50	3.56	.88	3.78	.83
21		Troubleshoot and repair tactical satellite equipment to operation.	4.67	.50	4.11	1.76	3.67	1.00
22		Prepare maintenance records and forms on secure communications and tactical satellite equipment.	4.56	.53	3.89	1.45	3.78	.97
23		Install, splice, and knot wire and cable	4.00	.87	3.78	1.48	3.22	1.30
E		Install, maintain, and troubleshoot communication security (COMSEC) equipment.	4.89	.33	4.22	1.20	3.67	1.22
		Set-up and install secure satellite equipment such as AN/VRC-49 and AN/VRC-92 at a designated field site to transmit messages between radio stations.	4.56	.73	3.67	1.32	3.78	.67
25		Monitor secure satellite equipment at designated field site for correct operation.	4.11	.78	3.56	1.01	3.33	.87
26		Operate secure satellite equipment at designated field site.	3.78	1.09	3.22	.83	3.00	1.12
27		Monitor and identify potential security threats to communication networks and systems.	4.11	.93	2.89	.93	2.89	1.27
28		Set-up passwords and install communication security (COMSEC) equipment.	4.11	1.05	3.11	.78	3.33	1.12
29		Perform scheduled maintenance and services on communication security (COMSEC) equipment.	4.33	.71	3.44	.88	3.56	1.24
30		Troubleshoot and repair communication security (COMSEC) equipment to operation.	4.44	.73	4.00	1.41	3.44	1.24
31		Prepare maintenance records and forms on communication security (COMSEC) equipment.	4.44	.53	3.78	1.30	3.44	1.24
F		Obtain information from and instruct other Army personnel on equipment.	3.78	.83	3.11	.78	3.67	.87
		Obtain information from Army personnel on specifications for installing and configuring equipment.	4.00	.71	3.00	1.12	3.78	1.20
		Obtain information from Army personnel on technical problems and issues to troubleshoot and repair equipment.	4.22	.67	3.33	1.41	3.89	1.05
		Explain and demonstrate the proper use of equipment to Army personnel.	4.56	.53	3.56	.88	4.00	1.00
		Read and use technical manuals	4.78	.67	4.33	1.00	3.78	1.09

APPENDIX B

Descriptive Statistics for SME Ratings on O*NET Work Context Scales by Target Job

O*NET Work Context Ratings 31A Military Police Officers

Work Context Item	Scale	<i>M</i>	<i>SD</i>
1 How often does your current job require face-to-face discussions with individuals and within teams?	1=Never to 5=Every Day	4.67	.71
2 How frequently does your current job require public speaking (one speaker with an audience)?	"	4.11	.60
3 How frequently does your current job require telephone conversation?	"	4.33	1.12
4 How frequently does your current job require electronic mail?	"	4.56	1.01
5 How frequently does your current job require written letters and memos?	"	4.11	.60
6 How much contact with others (by telephone, face-to-face, or otherwise) is required to perform your current job?	1=No Contact to 5=Constant Contact	4.89	.33
7 How important are interactions that require you to work with or contribute to a work group or team to perform your current job?	1=Not important at all to 5=Extremely Important	4.67	.71
8 In your current job, how important are interactions that require you to deal with external customers (as in retail sales) or the public in general (as in police work)?	"	4.00	.87
9 In your current job, how important are interactions that require you to coordinate or lead others in accomplishing work activities (not as a supervisor or team leader)?	"	4.11	.60
10 How responsible are you for the health and safety of other workers on your current job?	1=No Responsibility to 5=Very High Responsibility	4.56	.73
11 How responsible are you for work outcomes and results of other workers on your current job?	"	4.33	1.00
12 How often are conflict situations a part of your current job?	1=Never to 5=Every Day	4.22	.67
13 How often is dealing with unpleasant, angry, or discourteous people a part of your current job?	"	3.89	1.05
14 How often is dealing with violent or physically aggressive people a part of your current job?	"	3.22	1.20
15 How often does your current job require you to work indoors in an environmentally controlled environment (like a warehouse with air conditioning)?	"	3.00	1.00
16 How often does your current job require you to work in an environment that is not environmentally controlled (like a warehouse without air conditioning)?	"	3.78	.67
17 How often does your current job require you to work outdoors, exposed to all weather conditions?	"	4.33	.71
18 How often does your current job require you to work outdoors, under cover (like in an open shed)?	"	3.00	1.00
19 How often does your current job require you to work in an open vehicle or operating equipment (like a tractor)?	"	2.44	1.42

O*NET Work Context Ratings 31A Military Police Officers

Work Context Item	Scale	<i>M</i>	<i>SD</i>
20 How often does your current job require you to work in a closed vehicle or operate enclosed equipment (like a car)?	"	4.22	.97
21 How physically close to other people are you when you perform your current job?	1=I don't work close to others to 5=Very close	4.33	.71
22 In your current job, how often are you exposed to sounds and noise levels that are distracting and uncomfortable?	1=Never to 5=Every Day	3.67	.87
23 In your current job, how often are you exposed to very hot (above 90° F) or very cold (under 32° F) temperatures?	"	4.00	.71
24 In your current job, how often are you exposed to extremely bright or inadequate lighting conditions?	"	3.56	1.13
25 In your current job, how often are you exposed to contaminants (such as pollutants, gases, dust, or odors)?	"	3.44	.88
26 In your current job, how often are you exposed to cramped work space that requires getting into awkward positions?	"	3.22	.97
27 In your current job, how often are you exposed to whole body vibration (like operating a jackhammer or earth moving equipment)?	"	1.89	1.05
28 How often does your current job require that you be exposed to radiation?	"	1.33	.50
29 How often does your current job require that you be exposed to diseases or infection?	"	2.22	.83
30 How often does your current job require that you be exposed to high places?	"	2.00	.87
31 How often does your current job require that you be exposed to hazardous conditions?	"	3.00	1.32
32 How often does your current job require that you be exposed to hazardous equipment?	"	2.89	1.17
33 How often does your current job require that you be exposed to minor burns, cuts, bites, or stings?	"	2.56	1.01
34 How much time in your current job do you spend sitting?	1=Never to 5=Continually or Almost Continually	3.56	.73
35 How much time in your current job do you spend standing?	"	3.78	.83
36 How much time in your current job do you spend climbing ladders, scaffolds, poles, etc.?	"	1.89	.60
37 How much time in your current job do you spend walking or running?	"	3.56	.88
38 How much time in your current job do you spend kneeling, crouching, stooping, or crawling?	"	3.44	.73
39 How much time in your current job do you spend keeping or regaining your balance?	"	3.00	.87

O*NET Work Context Ratings 31A Military Police Officers

Work Context Item	Scale	<i>M</i>	<i>SD</i>
40 How much time in your current job do you spend using your hands to handle, control, or feel objects, tools, or controls?	"	3.44	1.24
41 How much time in your current job do you spend bending or twisting your body?	"	3.22	1.09
42 How much time in your current job do you spend making repetitive motions?	"	2.89	.93
43 In your current job, how often do you wear common protective or safety equipment such as safety shoes, glasses, gloves, hearing protection, hard hats, or life jackets?	1=Never to 5=Every Day	4.22	1.09
44 In your current job, how often do you wear specialized protective or safety equipment, such as breathing apparatus, safety harness, full protection suits, or radiation protection?	"	3.67	1.66
45 How serious a mistake can you make on your current job (one you can't easily correct)?	1=Not Serious at All to 5=Extremely Serious	4.00	1.00
46 In your current job, what results do your decisions usually have on other people or the image or reputation or financial resources of your employer?	1=No results to 5=Very Important Results	4.67	.71
47 In your current job, how often do your decisions affect other people or the image or reputation or financial resources of your employer?	1=Never to 5=Every Day	4.89	.33
48 In your current job, how much freedom do you have to make decisions without supervision?	1=No Freedom to 5=A Lot of Freedom	3.89	1.17
49 How automated is your current job?	1=Not at All Automated to 5=Completely Automated	3.22	.83
50 How important to your current job is being very exact or highly accurate?	1=Not important at all to 5=Extremely Important	4.56	.53
51 How important to your current job are continuous, repetitious physical activities (like key entry) or mental activities (like checking entries in a ledger)?	"	4.33	.50
52 How much freedom do you have to determine the tasks, priorities, or goals of your current job?	1=No Freedom to 5=A Lot of Freedom	3.89	1.05
53 How competitive is your current job?	1=Not at All to 5=Extremely	4.22	.44
54 How often does your current job require you to meet strict deadlines?	1=Never to 5=Every Day	4.67	.50
55 How important to your current job is keeping a pace set by machinery or equipment?	1=Not important at all to 5=Extremely Important	1.89	1.36
56 How regular is your work schedule on your current job?	1=Regular, 2=Irregular, 3=Seasonal	2.00	1.22
57 How many hours do you work in a typical week on your current job?	1=Less than 40, 2=40, 3=More than 40	3.33	.71

O*NET Work Context Ratings 31B Military Police Enlisted

Work Context Item	Scale	<i>M</i>	<i>SD</i>
1 How often does your current job require face-to-face discussions with individuals and within teams?	1=Never to 5=Every Day	5.00	.00
2 How frequently does your current job require public speaking (one speaker with an audience)?	"	1.67	.71
3 How frequently does your current job require telephone conversation?	"	4.11	.78
4 How frequently does your current job require electronic mail?	"	3.56	1.42
5 How frequently does your current job require written letters and memos?	"	1.78	.97
6 How much contact with others (by telephone, face-to-face, or otherwise) is required to perform your current job?	1=No Contact to 5=Constant Contact	4.33	.71
7 How important are interactions that require you to work with or contribute to a work group or team to perform your current job?	1=Not important at all to 5=Extremely Important	4.89	.33
8 In your current job, how important are interactions that require you to deal with external customers (as in retail sales) or the public in general (as in police work)?	"	4.89	.33
9 In your current job, how important are interactions that require you to coordinate or lead others in accomplishing work activities (not as a supervisor or team leader)?	"	2.67	1.12
10 How responsible are you for the health and safety of other workers on your current job?	1=No Responsibility to 5=Very High Responsibility	3.44	1.42
11 How responsible are you for work outcomes and results of other workers on your current job?	"	2.44	1.24
12 How often are conflict situations a part of your current job?	1=Never to 5=Every Day	4.11	.33
13 How often is dealing with unpleasant, angry, or discourteous people a part of your current job?	"	4.44	.53
14 How often is dealing with violent or physically aggressive people a part of your current job?	"	3.67	.71
15 How often does your current job require you to work indoors in an environmentally controlled environment (like a warehouse with air conditioning)?	"	2.67	1.12
16 How often does your current job require you to work in an environment that is not environmentally controlled (like a warehouse without air conditioning)?	"	4.00	.71
17 How often does your current job require you to work outdoors, exposed to all weather conditions?	"	4.11	.93
18 How often does your current job require you to work outdoors, under cover (like in an open shed)?	"	3.11	1.17
19 How often does your current job require you to work in an open vehicle or operating equipment (like a tractor)?	"	2.33	1.66

O*NET Work Context Ratings 31B Military Police Enlisted

Work Context Item	Scale	<i>M</i>	<i>SD</i>
20 How often does your current job require you to work in a closed vehicle or operate enclosed equipment (like a car)?	"	4.67	.50
21 How physically close to other people are you when you perform your current job?	1=I don't work close to others to 5=Very close	4.22	.44
22 In your current job, how often are you exposed to sounds and noise levels that are distracting and uncomfortable?	1=Never to 5=Every Day	3.44	1.01
23 In your current job, how often are you exposed to very hot (above 90° F) or very cold (under 32° F) temperatures?	"	3.67	1.22
24 In your current job, how often are you exposed to extremely bright or inadequate lighting conditions?	"	3.00	1.22
25 In your current job, how often are you exposed to contaminants (such as pollutants, gases, dust, or odors)?	"	3.33	1.00
26 In your current job, how often are you exposed to cramped work space that requires getting into awkward positions?	"	2.44	1.24
27 In your current job, how often are you exposed to whole body vibration (like operating a jackhammer or earth moving equipment)?	"	1.44	.73
28 How often does your current job require that you be exposed to radiation?	"	1.11	.33
29 How often does your current job require that you be exposed to diseases or infection?	"	3.22	.97
30 How often does your current job require that you be exposed to high places?	"	1.56	.73
31 How often does your current job require that you be exposed to hazardous conditions?	"	3.00	1.12
32 How often does your current job require that you be exposed to hazardous equipment?	"	3.78	.97
33 How often does your current job require that you be exposed to minor burns, cuts, bites, or stings?	"	2.78	1.20
34 How much time in your current job do you spend sitting?	1=Never to 5=Continually or Almost Continually	3.67	.71
35 How much time in your current job do you spend standing?	"	3.00	.87
36 How much time in your current job do you spend climbing ladders, scaffolds, poles, etc.?	"	1.33	.50
37 How much time in your current job do you spend walking or running?	"	3.11	1.05
38 How much time in your current job do you spend kneeling, crouching, stooping, or crawling?	"	2.56	1.13
39 How much time in your current job do you spend keeping or regaining your balance?	"	2.44	1.59
40 How much time in your current job do you spend using your hands to handle, control, or feel objects, tools, or controls?	"	3.33	1.41

O*NET Work Context Ratings 31B Military Police Enlisted

Work Context Item	Scale	<i>M</i>	<i>SD</i>
41 How much time in your current job do you spend bending or twisting your body?	"	2.89	1.45
42 How much time in your current job do you spend making repetitive motions?	"	2.78	1.56
43 In your current job, how often do you wear common protective or safety equipment such as safety shoes, glasses, gloves, hearing protection, hard hats, or life jackets?	1=Never to 5=Every Day	3.33	.71
44 In your current job, how often do you wear specialized protective or safety equipment, such as breathing apparatus, safety harness, full protection suits, or radiation protection?	"	2.11	1.27
45 How serious a mistake can you make on your current job (one you can't easily correct)?	1=Not Serious at All to 5=Extremely Serious	4.00	1.50
46 In your current job, what results do your decisions usually have on other people or the image or reputation or financial resources of your employer?	1=No results to 5=Very Important Results	4.67	.71
47 In your current job, how often do your decisions affect other people or the image or reputation or financial resources of your employer?	1=Never to 5=Every Day	4.78	.44
48 In your current job, how much freedom do you have to make decisions without supervision?	1=No Freedom to 5=A Lot of Freedom	3.44	1.13
49 How automated is your current job?	1=Not at All Automated to 5=Completely Automated	2.89	1.05
50 How important to your current job is being very exact or highly accurate?	1=Not important at all to 5=Extremely Important	4.00	.87
51 How important to your current job are continuous, repetitious physical activities (like key entry) or mental activities (like checking entries in a ledger)?	"	3.56	1.13
52 How much freedom do you have to determine the tasks, priorities, or goals of your current job?	1=No Freedom to 5=A Lot of Freedom	2.89	.78
53 How competitive is your current job?	1=Not at All to 5=Extremely	3.78	.97
54 How often does your current job require you to meet strict deadlines?	1=Never to 5=Every Day	4.00	.87
55 How important to your current job is keeping a pace set by machinery or equipment?	1=Not important at all to 5=Extremely Important	1.44	.73
56 How regular is your work schedule on your current job?	1=Regular, 2=Irregular, 3=Seasonal	1.78	.67
57 How many hours do you work in a typical week on your current job?	1=Less than 40, 2=40, 3=More than 40	2.89	.33

O*NET Work Context Ratings 88A Motor Transport Officers

Work Context Item	Scale	M	SD
1 How often does your current job require face-to-face discussions with individuals and within teams?	1=Never to 5=Every Day	5.00	.00
2 How frequently does your current job require public speaking (one speaker with an audience)?	"	4.20	1.30
3 How frequently does your current job require telephone conversation?	"	4.80	.45
4 How frequently does your current job require electronic mail?	"	5.00	.00
5 How frequently does your current job require written letters and memos?	"	4.00	.71
6 How much contact with others (by telephone, face-to-face, or otherwise) is required to perform your current job?	1=No Contact to 5=Constant Contact	4.80	.45
7 How important are interactions that require you to work with or contribute to a work group or team to perform your current job?	1=Not important at all to 5=Extremely Important	4.80	.45
8 In your current job, how important are interactions that require you to deal with external customers (as in retail sales) or the public in general (as in police work)?	"	4.40	.55
9 In your current job, how important are interactions that require you to coordinate or lead others in accomplishing work activities (not as a supervisor or team leader)?	"	5.00	.00
10 How responsible are you for the health and safety of other workers on your current job?	1=No Responsibility to 5=Very High Responsibility	5.00	.00
11 How responsible are you for work outcomes and results of other workers on your current job?	"	4.80	.45
12 How often are conflict situations a part of your current job?	1=Never to 5=Every Day	3.80	.84
13 How often is dealing with unpleasant, angry, or discourteous people a part of your current job?	"	4.20	.84
14 How often is dealing with violent or physically aggressive people a part of your current job?	"	3.20	1.30
15 How often does your current job require you to work indoors in an environmentally controlled environment (like a warehouse with air conditioning)?	"	3.60	.89
16 How often does your current job require you to work in an environment that is not environmentally controlled (like a warehouse without air conditioning)?	"	4.20	.84
17 How often does your current job require you to work outdoors, exposed to all weather conditions?	"	4.40	.55
18 How often does your current job require you to work outdoors, under cover (like in an open shed)?	"	4.00	1.22
19 How often does your current job require you to work in an open vehicle or operating equipment (like a tractor)?	"	4.00	.71

O*NET Work Context Ratings 88A Motor Transport Officers

Work Context Item	Scale	M	SD
20 How often does your current job require you to work in a closed vehicle or operate enclosed equipment (like a car)?	"	4.40	.55
21 How physically close to other people are you when you perform your current job?	1=I don't work close to others to 5=Very close	4.40	.55
22 In your current job, how often are you exposed to sounds and noise levels that are distracting and uncomfortable?	1=Never to 5=Every Day	4.50	.58
23 In your current job, how often are you exposed to very hot (above 90° F) or very cold (under 32° F) temperatures?	"	4.20	.84
24 In your current job, how often are you exposed to extremely bright or inadequate lighting conditions?	"	3.80	.84
25 In your current job, how often are you exposed to contaminants (such as pollutants, gases, dust, or odors)?	"	3.40	1.34
26 In your current job, how often are you exposed to cramped work space that requires getting into awkward positions?	"	2.60	.89
27 In your current job, how often are you exposed to whole body vibration (like operating a jackhammer or earth moving equipment)?	"	2.40	1.34
28 How often does your current job require that you be exposed to radiation?	"	1.60	.55
29 How often does your current job require that you be exposed to diseases or infection?	"	2.40	1.14
30 How often does your current job require that you be exposed to high places?	"	2.40	1.14
31 How often does your current job require that you be exposed to hazardous conditions?	"	3.40	1.52
32 How often does your current job require that you be exposed to hazardous equipment?	"	3.20	1.64
33 How often does your current job require that you be exposed to minor burns, cuts, bites, or stings?	"	3.40	1.14
34 How much time in your current job do you spend sitting?	1=Never to 5=Continually or Almost Continually	2.80	.45
35 How much time in your current job do you spend standing?	"	3.40	.89
36 How much time in your current job do you spend climbing ladders, scaffolds, poles, etc.?	"	1.80	1.10
37 How much time in your current job do you spend walking or running?	"	4.40	.89
38 How much time in your current job do you spend kneeling, crouching, stooping, or crawling?	"	3.80	1.10
39 How much time in your current job do you spend keeping or regaining your balance?	"	2.20	1.10

O*NET Work Context Ratings 88A Motor Transport Officers

Work Context Item	Scale	<i>M</i>	<i>SD</i>
40 How much time in your current job do you spend using your hands to handle, control, or feel objects, tools, or controls?	"	4.00	.71
41 How much time in your current job do you spend bending or twisting your body?	"	3.60	1.34
42 How much time in your current job do you spend making repetitive motions?	"	3.80	.84
43 In your current job, how often do you wear common protective or safety equipment such as safety shoes, glasses, gloves, hearing protection, hard hats, or life jackets?	1=Never to 5=Every Day	4.20	.84
44 In your current job, how often do you wear specialized protective or safety equipment, such as breathing apparatus, safety harness, full protection suits, or radiation protection?	"	2.80	1.48
45 How serious a mistake can you make on your current job (one you can't easily correct)?	1=Not Serious at All to 5=Extremely Serious	5.00	.00
46 In your current job, what results do your decisions usually have on other people or the image or reputation or financial resources of your employer?	1=No results to 5=Very Important Results	4.20	1.30
47 In your current job, how often do your decisions affect other people or the image or reputation or financial resources of your employer?	1=Never to 5=Every Day	3.80	1.30
48 In your current job, how much freedom do you have to make decisions without supervision?	1=No Freedom to 5=A Lot of Freedom	4.40	.55
49 How automated is your current job?	1=Not at All Automated to 5=Completely Automated	3.60	.55
50 How important to your current job is being very exact or highly accurate?	1=Not important at all to 5=Extremely Important	4.60	.55
51 How important to your current job are continuous, repetitious physical activities (like key entry) or mental activities (like checking entries in a ledger)?	"	3.80	.84
52 How much freedom do you have to determine the tasks, priorities, or goals of your current job?	1=No Freedom to 5=A Lot of Freedom	4.20	.84
53 How competitive is your current job?	1=Not at All to 5=Extremely	4.40	.55
54 How often does your current job require you to meet strict deadlines?	1=Never to 5=Every Day	5.00	.00
55 How important to your current job is keeping a pace set by machinery or equipment?	1=Not important at all to 5=Extremely Important	1.00	.00
56 How regular is your work schedule on your current job?	1=Regular, 2=Irregular, 3=Seasonal	2.00	.71
57 How many hours do you work in a typical week on your current job?	1=Less than 40, 2=40, 3=More than 40	3.00	.00

O*NET Work Context Ratings 88M Motor Transport Enlisted

Work Context Item	Scale	<i>M</i>	<i>SD</i>
1 How often does your current job require face-to-face discussions with individuals and within teams?	1=Never to 5=Every Day	4.44	.73
2 How frequently does your current job require public speaking (one speaker with an audience)?	"	2.00	1.22
3 How frequently does your current job require telephone conversation?	"	3.11	1.36
4 How frequently does your current job require electronic mail?	"	2.78	1.64
5 How frequently does your current job require written letters and memos?	"	2.00	.87
6 How much contact with others (by telephone, face-to-face, or otherwise) is required to perform your current job?	1=No Contact to 5=Constant Contact	4.11	1.05
7 How important are interactions that require you to work with or contribute to a work group or team to perform your current job?	1=Not important at all to 5=Extremely Important	4.56	.73
8 In your current job, how important are interactions that require you to deal with external customers (as in retail sales) or the public in general (as in police work)?	"	2.33	1.12
9 In your current job, how important are interactions that require you to coordinate or lead others in accomplishing work activities (not as a supervisor or team leader)?	"	2.33	.71
10 How responsible are you for the health and safety of other workers on your current job?	1=No Responsibility to 5=Very High Responsibility	4.11	.93
11 How responsible are you for work outcomes and results of other workers on your current job?	"	3.22	1.09
12 How often are conflict situations a part of your current job?	1=Never to 5=Every Day	2.78	1.09
13 How often is dealing with unpleasant, angry, or discourteous people a part of your current job?	"	3.67	1.00
14 How often is dealing with violent or physically aggressive people a part of your current job?	"	2.89	1.36
15 How often does your current job require you to work indoors in an environmentally controlled environment (like a warehouse with air conditioning)?	"	2.33	1.22
16 How often does your current job require you to work in an environment that is not environmentally controlled (like a warehouse without air conditioning)?	"	3.33	1.66
17 How often does your current job require you to work outdoors, exposed to all weather conditions?	"	4.78	.44
18 How often does your current job require you to work outdoors, under cover (like in an open shed)?	"	4.33	.71
19 How often does your current job require you to work in an open vehicle or operating equipment (like a tractor)?	"	3.56	1.59

O*NET Work Context Ratings 88M Motor Transport Enlisted

Work Context Item	Scale	<i>M</i>	<i>SD</i>
20 How often does your current job require you to work in a closed vehicle or operate enclosed equipment (like a car)?	"	4.00	1.73
21 How physically close to other people are you when you perform your current job?	1=I don't work close to others to 5=Very close	4.00	.71
22 In your current job, how often are you exposed to sounds and noise levels that are distracting and uncomfortable?	1=Never to 5=Every Day	4.78	.44
23 In your current job, how often are you exposed to very hot (above 90° F) or very cold (under 32° F) temperatures?	"	4.44	1.01
24 In your current job, how often are you exposed to extremely bright or inadequate lighting conditions?	"	3.78	1.48
25 In your current job, how often are you exposed to contaminants (such as pollutants, gases, dust, or odors)?	"	4.44	.73
26 In your current job, how often are you exposed to cramped work space that requires getting into awkward positions?	"	3.22	1.20
27 In your current job, how often are you exposed to whole body vibration (like operating a jackhammer or earth moving equipment)?	"	1.78	.83
28 How often does your current job require that you be exposed to radiation?	"	1.44	.53
29 How often does your current job require that you be exposed to diseases or infection?	"	1.78	.97
30 How often does your current job require that you be exposed to high places?	"	2.00	1.22
31 How often does your current job require that you be exposed to hazardous conditions?	"	2.44	1.59
32 How often does your current job require that you be exposed to hazardous equipment?	"	3.44	1.67
33 How often does your current job require that you be exposed to minor burns, cuts, bites, or stings?	"	3.56	1.59
34 How much time in your current job do you spend sitting?	1=Never to 5=Continually or Almost Continually	3.22	1.09
35 How much time in your current job do you spend standing?	"	3.11	1.17
36 How much time in your current job do you spend climbing ladders, scaffolds, poles, etc.?	"	2.00	1.00
37 How much time in your current job do you spend walking or running?	"	3.67	1.22
38 How much time in your current job do you spend kneeling, crouching, stooping, or crawling?	"	3.44	1.13
39 How much time in your current job do you spend keeping or regaining your balance?	"	2.89	.93

O*NET Work Context Ratings 88M Motor Transport Enlisted

Work Context Item	Scale	<i>M</i>	<i>SD</i>
40 How much time in your current job do you spend using your hands to handle, control, or feel objects, tools, or controls?	"	4.33	.71
41 How much time in your current job do you spend bending or twisting your body?	"	3.78	.97
42 How much time in your current job do you spend making repetitive motions?	"	3.67	1.12
43 In your current job, how often do you wear common protective or safety equipment such as safety shoes, glasses, gloves, hearing protection, hard hats, or life jackets?	1=Never to 5=Every Day	4.11	.60
44 In your current job, how often do you wear specialized protective or safety equipment, such as breathing apparatus, safety harness, full protection suits, or radiation protection?	"	2.11	1.54
45 How serious a mistake can you make on your current job (one you can't easily correct)?	1=Not Serious at All to 5=Extremely Serious	3.33	1.50
46 In your current job, what results do your decisions usually have on other people or the image or reputation or financial resources of your employer?	1=No results to 5=Very Important Results	2.78	1.56
47 In your current job, how often do your decisions affect other people or the image or reputation or financial resources of your employer?	1=Never to 5=Every Day	3.11	1.27
48 In your current job, how much freedom do you have to make decisions without supervision?	1=No Freedom to 5=A Lot of Freedom	2.78	1.09
49 How automated is your current job?	1=Not at All Automated to 5=Completely Automated	2.33	1.22
50 How important to your current job is being very exact or highly accurate?	1=Not important at all to 5=Extremely Important	3.67	.87
51 How important to your current job are continuous, repetitious physical activities (like key entry) or mental activities (like checking entries in a ledger)?	"	4.00	.87
52 How much freedom do you have to determine the tasks, priorities, or goals of your current job?	1=No Freedom to 5=A Lot of Freedom	3.11	1.27
53 How competitive is your current job?	1=Not at All to 5=Extremely	3.78	.83
54 How often does your current job require you to meet strict deadlines?	1=Never to 5=Every Day	4.33	.71
55 How important to your current job is keeping a pace set by machinery or equipment?	1=Not important at all to 5=Extremely Important	2.00	1.58
56 How regular is your work schedule on your current job?	1=Regular, 2=Irregular, 3=Seasonal	1.44	.53
57 How many hours do you work in a typical week on your current job?	1=Less than 40, 2=40, 3=More than 40	3.00	.00

O*NET Work Context Ratings 19A Tank Platoon Leader

<i>Work Context Item</i>	<i>Scale</i>	<i>M</i>	<i>SD</i>
1 How often does your current job require face-to-face discussions with individuals and within teams?	1=Never to 5=Every Day	5.00	.00
2 How frequently does your current job require public speaking (one speaker with an audience)?	1=Never to 5=Every Day	4.50	.58
3 How frequently does your current job require telephone conversation?	1=Never to 5=Every Day	4.00	.82
4 How frequently does your current job require electronic mail?	1=Never to 5=Every Day	3.75	1.89
5 How frequently does your current job require written letters and memos?	1=Never to 5=Every Day	3.50	.58
6 How much contact with others (by telephone, face-to-face, or otherwise) is required to perform your current job?	1=No Contact to 5=Constant Contact	5.00	.00
7 How important are interactions that require you to work with or contribute to a work group or team to perform your current job?	1=Not important at all to 5=Extremely Important	5.00	.00
8 In your current job, how important are interactions that require you to deal with external customers (as in retail sales) or the public in general (as in police work)?	1=Not important at all to 5=Extremely Important	3.50	1.00
9 In your current job, how important are interactions that require you to coordinate or lead others in accomplishing work activities (not as a supervisor or team leader)?	1=Not important at all to 5=Extremely Important	3.75	.96
10 How responsible are you for the health and safety of other workers on your current job?	1=No Responsibility to 5=Very High Responsibility	5.00	.00
11 How responsible are you for work outcomes and results of other workers on your current job?	1=No Responsibility to 5=Very High Responsibility	5.00	.00
12 How often are conflict situations a part of your current job?	1=Never to 5=Every Day	4.50	.58
13 How often is dealing with unpleasant, angry, or discourteous people a part of your current job?	1=Never to 5=Every Day	4.25	.50
14 How often is dealing with violent or physically aggressive people a part of your current job?	1=Never to 5=Every Day	4.25	.50
15 How often does your current job require you to work indoors in an environmentally controlled environment (like a warehouse with air conditioning)?	1=Never to 5=Every Day	2.25	.96
16 How often does your current job require you to work in an environment that is not environmentally controlled (like a warehouse without air conditioning)?	1=Never to 5=Every Day	4.50	.58
17 How often does your current job require you to work outdoors, exposed to all weather conditions?	1=Never to 5=Every Day	4.50	.58
18 How often does your current job require you to work outdoors, under cover (like in an open shed)?	1=Never to 5=Every Day	4.00	.00
19 How often does your current job require you to work in an open vehicle or operating equipment (like a tractor)?	1=Never to 5=Every Day	4.50	.58

O*NET Work Context Ratings 19A Tank Platoon Leader

<i>Work Context Item</i>	<i>Scale</i>	<i>M</i>	<i>SD</i>
20 How often does your current job require you to work in a closed vehicle or operate enclosed equipment (like a car)?	1=Never to 5=Every Day	4.25	.96
21 How physically close to other people are you when you perform your current job?	1=I don't work close to others to 5=Very close	4.50	.58
22 In your current job, how often are you exposed to sounds and noise levels that are distracting and uncomfortable?	1=Never to 5=Every Day	4.75	.50
23 In your current job, how often are you exposed to very hot (above 90° F) or very cold (under 32° F) temperatures?	1=Never to 5=Every Day	4.50	.58
24 In your current job, how often are you exposed to extremely bright or inadequate lighting conditions?	1=Never to 5=Every Day	4.00	.82
25 In your current job, how often are you exposed to contaminants (such as pollutants, gases, dust, or odors)?	1=Never to 5=Every Day	4.50	.58
26 In your current job, how often are you exposed to cramped work space that requires getting into awkward positions?	1=Never to 5=Every Day	4.75	.50
27 In your current job, how often are you exposed to whole body vibration (like operating a jackhammer or earth moving equipment)?	1=Never to 5=Every Day	4.50	.58
28 How often does your current job require that you be exposed to radiation?	1=Never to 5=Every Day	3.25	1.50
29 How often does your current job require that you be exposed to diseases or infection?	1=Never to 5=Every Day	4.00	1.41
30 How often does your current job require that you be exposed to high places?	1=Never to 5=Every Day	3.25	1.26
31 How often does your current job require that you be exposed to hazardous conditions?	1=Never to 5=Every Day	4.75	.50
32 How often does your current job require that you be exposed to hazardous equipment?	1=Never to 5=Every Day	4.75	.50
33 How often does your current job require that you be exposed to minor burns, cuts, bites, or stings?	1=Never to 5=Every Day	4.50	1.00
34 How much time in your current job do you spend sitting?	1=Never to 5=Continually or Almost Continually	2.50	.58
35 How much time in your current job do you spend standing?	1=Never to 5=Continually or Almost Continually	3.25	.96
36 How much time in your current job do you spend climbing ladders, scaffolds, poles, etc.?	1=Never to 5=Continually or Almost Continually	2.00	.00
37 How much time in your current job do you spend walking or running?	1=Never to 5=Continually or Almost Continually	2.50	.58
38 How much time in your current job do you spend kneeling, crouching, stooping, or crawling?	1=Never to 5=Continually or Almost Continually	2.50	.58

O*NET Work Context Ratings 19A Tank Platoon Leader

<i>Work Context Item</i>	<i>Scale</i>	<i>M</i>	<i>SD</i>
39 How much time in your current job do you spend keeping or regaining your balance?	1=Never to 5=Continually or Almost Continually	2.50	.58
40 How much time in your current job do you spend using your hands to handle, control, or feel objects, tools, or controls?	1=Never to 5=Continually or Almost Continually	4.50	.58
41 How much time in your current job do you spend bending or twisting your body?	1=Never to 5=Continually or Almost Continually	2.75	.96
42 How much time in your current job do you spend making repetitive motions?	1=Never to 5=Continually or Almost Continually	3.25	.96
43 In your current job, how often do you wear common protective or safety equipment such as safety shoes, glasses, gloves, hearing protection, hard hats, or life jackets?	1=Never to 5=Every Day	4.50	1.00
44 In your current job, how often do you wear specialized protective or safety equipment, such as breathing apparatus, safety harness, full protection suits, or radiation protection?	1=Never to 5=Every Day	3.75	.96
45 How serious a mistake can you make on your current job (one you can't easily correct)?	1=Not Serious at All to 5=Extremely Serious	5.00	.00
46 In your current job, what results do your decisions usually have on other people or the image or reputation or financial resources of your employer?	1=No results to 5=Very Important Results	4.25	.96
47 In your current job, how often do your decisions affect other people or the image or reputation or financial resources of your employer?	1=Never to 5=Every Day	4.25	.96
48 In your current job, how much freedom do you have to make decisions without supervision?	1=No Freedom to 5=A Lot of Freedom	4.00	.00
49 How automated is your current job?	1=Not at All Automated to 5=Completely Automated	2.25	.96
50 How important to your current job is being very exact or highly accurate?	1=Not important at all to 5=Extremely Important	3.75	.50
51 How important to your current job are continuous, repetitious physical activities (like key entry) or mental activities (like checking entries in a ledger)?	1=Not important at all to 5=Extremely Important	3.50	1.00
52 How much freedom do you have to determine the tasks, priorities, or goals of your current job?	1=No Freedom to 5=A Lot of Freedom	3.50	.58
53 How competitive is your current job?	1=Not at All to 5=Extremely	4.25	.50
54 How often does your current job require you to meet strict deadlines?	1=Never to 5=Every Day	4.25	.50
55 How important to your current job is keeping a pace set by machinery or equipment?	1=Not important at all to 5=Extremely Important	1.50	.58
56 How regular is your work schedule on your current job?	1=Regular, 2=Irregular, 3=Seasonal	1.75	.50
57 How many hours do you work in a typical week on your current job?	1=Less than 40, 2=40, 3=More than 40	3.00	.00

O*NET Work Context Ratings 25A Signal Support Officer

Work Context Item		Scale	M	SD
1	How often does your current job require face-to-face discussions with individuals and within teams?	1=Never to 5=Every Day	4.80	.63
2	How frequently does your current job require public speaking (one speaker with an audience)?	"	3.60	.97
3	How frequently does your current job require telephone conversation?	"	4.70	.67
4	How frequently does your current job require electronic mail?	"	4.70	.95
5	How frequently does your current job require written letters and memos?	"	3.89	.78
6	How much contact with others (by telephone, face-to-face, or otherwise) is required to perform your current job?	1=No Contact to 5=Constant Contact	4.70	.48
7	How important are interactions that require you to work with or contribute to a work group or team to perform your current job?	1=Not important at all to 5=Extremely Important	4.70	.67
8	In your current job, how important are interactions that require you to deal with external customers (as in retail sales) or the public in general (as in police work)?	"	3.40	1.07
9	In your current job, how important are interactions that require you to coordinate or lead others in accomplishing work activities (not as a supervisor or team leader)?	"	3.80	1.40
10	How responsible are you for the health and safety of other workers on your current job?	1=No Responsibility to 5=Very High Responsibility	4.70	.67
11	How responsible are you for work outcomes and results of other workers on your current job?	"	4.50	.85
12	How often are conflict situations a part of your current job?	1=Never to 5=Every Day	4.00	.94
13	How often is dealing with unpleasant, angry, or discourteous people a part of your current job?	"	3.80	.92
14	How often is dealing with violent or physically aggressive people a part of your current job?	"	1.70	.95
15	How often does your current job require you to work indoors in an environmentally controlled environment (like a warehouse with air conditioning)?	"	3.60	1.17
16	How often does your current job require you to work in an environment that is not environmentally controlled (like a warehouse without air conditioning)?	"	3.30	1.57
17	How often does your current job require you to work outdoors, exposed to all weather conditions?	"	3.70	.82
18	How often does your current job require you to work outdoors, under cover (like in an open shed)?	"	3.80	1.23
19	How often does your current job require you to work in an open vehicle or operating equipment (like a tractor)?	"	3.10	1.52

O*NET Work Context Ratings 25A Signal Support Officer

Work Context Item	Scale	<i>M</i>	<i>SD</i>
20 How often does your current job require you to work in a closed vehicle or operate enclosed equipment (like a car)?	"	3.80	.63
21 How physically close to other people are you when you perform your current job?	1=I don't work close to others to 5=Very close	3.70	.82
22 In your current job, how often are you exposed to sounds and noise levels that are distracting and uncomfortable?	1=Never to 5=Every Day	3.80	.79
23 In your current job, how often are you exposed to very hot (above 90° F) or very cold (under 32° F) temperatures?	"	3.80	1.03
24 In your current job, how often are you exposed to extremely bright or inadequate lighting conditions?	"	3.00	1.15
25 In your current job, how often are you exposed to contaminants (such as pollutants, gases, dust, or odors)?	"	2.70	1.42
26 In your current job, how often are you exposed to cramped work space that requires getting into awkward positions?	"	3.40	1.65
27 In your current job, how often are you exposed to whole body vibration (like operating a jackhammer or earth moving equipment)?	"	1.20	.42
28 How often does your current job require that you be exposed to radiation?	"	1.70	.67
29 How often does your current job require that you be exposed to diseases or infection?	"	1.40	.70
30 How often does your current job require that you be exposed to high places?	"	2.30	1.42
31 How often does your current job require that you be exposed to hazardous conditions?	"	2.50	1.08
32 How often does your current job require that you be exposed to hazardous equipment?	"	2.40	1.26
33 How often does your current job require that you be exposed to minor burns, cuts, bites, or stings?	"	2.90	1.45
34 How much time in your current job do you spend sitting?	1=Never to 5=Continually or Almost Continually	3.10	.88
35 How much time in your current job do you spend standing?	"	3.00	.94
36 How much time in your current job do you spend climbing ladders, scaffolds, poles, etc.?	"	2.40	1.07
37 How much time in your current job do you spend walking or running?	"	3.00	1.56
38 How much time in your current job do you spend kneeling, crouching, stooping, or crawling?	"	3.00	.94
39 How much time in your current job do you spend keeping or regaining your balance?	"	2.30	1.16

O*NET Work Context Ratings 25A Signal Support Officer

Work Context Item	Scale	<i>M</i>	<i>SD</i>
40 How much time in your current job do you spend using your hands to handle, control, or feel objects, tools, or controls?	"	3.70	.95
41 How much time in your current job do you spend bending or twisting your body?	"	2.80	.92
42 How much time in your current job do you spend making repetitive motions?	"	3.30	1.34
43 In your current job, how often do you wear common protective or safety equipment such as safety shoes, glasses, gloves, hearing protection, hard hats, or life jackets?	1=Never to 5=Every Day	2.70	1.06
44 In your current job, how often do you wear specialized protective or safety equipment, such as breathing apparatus, safety harness, full protection suits, or radiation protection?	"	1.90	1.20
45 How serious a mistake can you make on your current job (one you can't easily correct)?	1=Not Serious at All to 5=Extremely Serious	2.60	1.58
46 In your current job, what results do your decisions usually have on other people or the image or reputation or financial resources of your employer?	1=No results to 5=Very Important Results	4.00	1.33
47 In your current job, how often do your decisions affect other people or the image or reputation or financial resources of your employer?	1=Never to 5=Every Day	3.40	1.58
48 In your current job, how much freedom do you have to make decisions without supervision?	1=No Freedom to 5=A Lot of Freedom	3.00	1.15
49 How automated is your current job?	1=Not at All Automated to 5=Completely Automated	3.40	1.07
50 How important to your current job is being very exact or highly accurate?	1=Not important at all to 5=Extremely Important	4.30	.82
51 How important to your current job are continuous, repetitious physical activities (like key entry) or mental activities (like checking entries in a ledger)?	"	4.00	1.15
52 How much freedom do you have to determine the tasks, priorities, or goals of your current job?	1=No Freedom to 5=A Lot of Freedom	3.80	1.03
53 How competitive is your current job?	1=Not at All to 5=Extremely	3.80	.79
54 How often does your current job require you to meet strict deadlines?	1=Never to 5=Every Day	4.30	.67
55 How important to your current job is keeping a pace set by machinery or equipment?	1=Not important at all to 5=Extremely Important	3.40	1.35
56 How regular is your work schedule on your current job?	1=Regular, 2=Irregular, 3=Seasonal	1.33	.50
57 How many hours do you work in a typical week on your current job?	1=Less than 40, 2=40, 3=More than 40	2.67	.50

O*NET Work Context Ratings 25U Signal Support Enlisted

Work Context Item	Scale	<i>M</i>	<i>SD</i>
1 How often does your current job require face-to-face discussions with individuals and within teams?	1=Never to 5=Every Day	4.78	.67
2 How frequently does your current job require public speaking (one speaker with an audience)?	"	2.56	.88
3 How frequently does your current job require telephone conversation?	"	4.00	1.00
4 How frequently does your current job require electronic mail?	"	3.33	1.22
5 How frequently does your current job require written letters and memos?	"	2.44	1.01
6 How much contact with others (by telephone, face-to-face, or otherwise) is required to perform your current job?	1=No Contact to 5=Constant Contact	4.44	.53
7 How important are interactions that require you to work with or contribute to a work group or team to perform your current job?	1=Not important at all to 5=Extremely Important	4.56	.53
8 In your current job, how important are interactions that require you to deal with external customers (as in retail sales) or the public in general (as in police work)?	"	2.44	.88
9 In your current job, how important are interactions that require you to coordinate or lead others in accomplishing work activities (not as a supervisor or team leader)?	"	2.56	1.24
10 How responsible are you for the health and safety of other workers on your current job?	1=No Responsibility to 5=Very High Responsibility	3.00	.50
11 How responsible are you for work outcomes and results of other workers on your current job?	"	2.67	1.22
12 How often are conflict situations a part of your current job?	1=Never to 5=Every Day	3.00	.71
13 How often is dealing with unpleasant, angry, or discourteous people a part of your current job?	"	3.67	.50
14 How often is dealing with violent or physically aggressive people a part of your current job?	"	1.89	.78
15 How often does your current job require you to work indoors in an environmentally controlled environment (like a warehouse with air conditioning)?	"	3.56	.73
16 How often does your current job require you to work in an environment that is not environmentally controlled (like a warehouse without air conditioning)?	"	3.67	1.00
17 How often does your current job require you to work outdoors, exposed to all weather conditions?	"	4.33	.50
18 How often does your current job require you to work outdoors, under cover (like in an open shed)?	"	4.00	.71
19 How often does your current job require you to work in an open vehicle or operating equipment (like a tractor)?	"	2.78	1.48

O*NET Work Context Ratings 25U Signal Support Enlisted

Work Context Item	Scale	M	SD
20 How often does your current job require you to work in a closed vehicle or operate enclosed equipment (like a car)?	"	4.11	.78
21 How physically close to other people are you when you perform your current job?	1=I don't work close to others to 5=Very close	3.78	.83
22 In your current job, how often are you exposed to sounds and noise levels that are distracting and uncomfortable?	1=Never to 5=Every Day	3.89	.60
23 In your current job, how often are you exposed to very hot (above 90° F) or very cold (under 32° F) temperatures?	"	3.67	.50
24 In your current job, how often are you exposed to extremely bright or inadequate lighting conditions?	"	3.56	.73
25 In your current job, how often are you exposed to contaminants (such as pollutants, gases, dust, or odors)?	"	3.67	1.00
26 In your current job, how often are you exposed to cramped work space that requires getting into awkward positions?	"	3.89	.60
27 In your current job, how often are you exposed to whole body vibration (like operating a jackhammer or earth moving equipment)?	"	2.44	1.24
28 How often does your current job require that you be exposed to radiation?	"	1.44	.73
29 How often does your current job require that you be exposed to diseases or infection?	"	1.89	1.27
30 How often does your current job require that you be exposed to high places?	"	2.56	.73
31 How often does your current job require that you be exposed to hazardous conditions?	"	2.67	.71
32 How often does your current job require that you be exposed to hazardous equipment?	"	2.56	.73
33 How often does your current job require that you be exposed to minor burns, cuts, bites, or stings?	"	3.33	1.00
34 How much time in your current job do you spend sitting?	1=Never to 5=Continually or Almost Continually	2.67	.71
35 How much time in your current job do you spend standing?	"	3.33	.71
36 How much time in your current job do you spend climbing ladders, scaffolds, poles, etc.?	"	2.22	.44
37 How much time in your current job do you spend walking or running?	"	3.33	1.22
38 How much time in your current job do you spend kneeling, crouching, stooping, or crawling?	"	3.11	.78
39 How much time in your current job do you spend keeping or regaining your balance?	"	1.89	.60

O*NET Work Context Ratings 25U Signal Support Enlisted

Work Context Item	Scale	<i>M</i>	<i>SD</i>
40 How much time in your current job do you spend using your hands to handle, control, or feel objects, tools, or controls?	"	4.44	.73
41 How much time in your current job do you spend bending or twisting your body?	"	3.44	.73
42 How much time in your current job do you spend making repetitive motions?	"	3.11	.60
43 In your current job, how often do you wear common protective or safety equipment such as safety shoes, glasses, gloves, hearing protection, hard hats, or life jackets?	1=Never to 5=Every Day	3.33	.87
44 In your current job, how often do you wear specialized protective or safety equipment, such as breathing apparatus, safety harness, full protection suits, or radiation protection?	"	1.44	.53
45 How serious a mistake can you make on your current job (one you can't easily correct)?	1=Not Serious at All to 5=Extremely Serious	3.67	.87
46 In your current job, what results do your decisions usually have on other people or the image or reputation or financial resources of your employer?	1=No results to 5=Very Important Results	2.67	1.00
47 In your current job, how often do your decisions affect other people or the image or reputation or financial resources of your employer?	1=Never to 5=Every Day	2.44	.88
48 In your current job, how much freedom do you have to make decisions without supervision?	1=No Freedom to 5=A Lot of Freedom	2.78	.83
49 How automated is your current job?	1=Not at All Automated to 5=Completely Automated	3.11	1.05
50 How important to your current job is being very exact or highly accurate?	1=Not important at all to 5=Extremely Important	4.00	.71
51 How important to your current job are continuous, repetitious physical activities (like key entry) or mental activities (like checking entries in a ledger)?	"	3.56	1.01
52 How much freedom do you have to determine the tasks, priorities, or goals of your current job?	1=No Freedom to 5=A Lot of Freedom	2.78	.83
53 How competitive is your current job?	1=Not at All to 5=Extremely	3.33	.87
54 How often does your current job require you to meet strict deadlines?	1=Never to 5=Every Day	4.22	.67
55 How important to your current job is keeping a pace set by machinery or equipment?	1=Not important at all to 5=Extremely Important	2.33	1.22
56 How regular is your work schedule on your current job?	1=Regular, 2=Irregular, 3=Seasonal	1.89	.60
57 How many hours do you work in a typical week on your current job?	1=Less than 40, 2=40, 3=More than 40	2.89	.33

APPENDIX C

Descriptive Statistics for SME Ratings on O*NET Generalized Work Activity Scales by Target Job

O*NET GWA Ratings 31A Military Police Officers

Item #	Importance (1-5)			Level (1-7)		
	<i>n</i>	<i>M</i>	<i>SD</i>	<i>n</i>	<i>M</i>	<i>SD</i>
1 Getting Information	9	4.11	.60	9	4.22	.83
2 Identifying Objects, Actions, and Events	9	3.67	.87	9	3.44	1.24
3 Monitoring Processes, Materials, or Surroundings	9	3.67	.71	9	3.33	.71
4 Inspecting Equipment, Structures, or Materials	9	3.44	.73	9	2.89	.60
5 Estimating the Quantifiable Characteristics of Products, Events, or Information	9	2.89	.60	9	2.78	1.09
6 Judging the Qualities of Objects, Services, or People	9	3.67	.87	9	3.56	.88
7 Evaluating Information to Determine Compliance with Standards	9	4.44	.73	9	3.44	1.24
8 Processing Information	9	3.22	.97	9	3.00	.87
9 Analyzing Data or Information	9	3.00	.71	9	2.67	1.12
10 Making Decisions and Solving Problems	9	4.33	.71	9	4.44	1.33
11 Thinking Creatively	9	3.44	1.13	9	3.67	1.00
12 Updating and Using Relevant Knowledge	9	3.78	.83	9	3.67	1.12
13 Developing Objectives and Strategies	9	3.56	.88	9	3.11	1.36
14 Scheduling Work Activities	9	4.33	.87	9	4.33	1.22
15 Organizing, Planning, and Prioritizing Work	9	4.44	.53	9	5.78	.67
16 Performing General Physical Activities	9	4.33	.71	9	5.11	1.05
17 Handling and Moving Objects	9	3.56	.73	9	5.22	1.20
18 Controlling Machines and Processes	9	2.22	.67	9	2.44	.73
19 Working with Computers	9	3.22	1.39	7	2.86	.69
20 Operating Vehicles, Mechanized Devices, or Equipment	9	2.78	1.30	8	2.88	.83
21 Drafting, Laying out, and Specifying Technical Devices, Parts, and Equipment	9	2.22	.97	7	2.43	.98
22 Repairing and Maintaining Mechanical Equipment	9	2.00	.71	7	2.43	.79
23 Repairing and Maintaining Electronic Equipment	9	1.78	.83	6	2.17	.98
24 Documenting/Recording Information	9	3.67	.87	9	3.56	.88
25 Interpreting the Meaning of Information for Others	9	3.78	.83	9	3.00	.71
26 Communicating with Supervisors, Peers, or Subordinates	9	4.78	.44	9	5.33	.71
27 Communicating with People Outside the Organization	9	4.44	.73	9	4.67	1.12
28 Establishing and Maintaining Interpersonal Relationships	9	4.33	.87	9	5.22	.97
29 Assisting and Caring for Others	9	4.11	.78	9	4.78	.67
30 Selling or Influencing Others	9	3.44	1.24	8	4.13	.83
31 Resolving Conflicts and Negotiating with Others	9	4.56	.73	9	4.89	1.05
32 Performing for or Working Directly with the Public	9	4.44	.73	9	4.78	.97

O*NET GWA Ratings 31A Military Police Officers

Item #		Importance (1-5)			Level (1-7)		
		<i>n</i>	<i>M</i>	<i>SD</i>	<i>n</i>	<i>M</i>	<i>SD</i>
33	Coordinating the Work and Activities of Others	9	4.56	.53	9	5.44	1.01
34	Developing and Building Teams	9	4.89	.33	9	4.00	1.00
35	Training and Teaching Others	9	4.22	.67	9	3.89	1.17
36	Guiding, Directing, and Motivating Subordinates	9	4.78	.44	9	5.11	1.27
37	Coaching and Developing Others	9	4.78	.44	9	4.67	1.32
38	Providing Consultation and Advice to Others	9	3.22	.97	9	3.00	.71
39	Performing Administrative Activities	9	3.89	.78	9	3.33	.71
40	Staffing Organizational Units	9	3.33	.87	9	3.44	1.01
41	Monitoring and Controlling Resources	9	4.11	.78	9	4.22	.97

O*NET GWA Ratings 31B Military Police Enlisted

Item Number		Importance (1-5)			Level (1-7)		
		<i>n</i>	<i>M</i>	<i>SD</i>	<i>n</i>	<i>M</i>	<i>SD</i>
1	Getting Information	9	4.22	.83	9	2.78	.83
2	Identifying Objects, Actions, and Events	9	2.78	1.30	7	3.29	1.11
3	Monitoring Processes, Materials, or Surroundings	9	3.11	1.27	8	3.50	1.20
4	Inspecting Equipment, Structures, or Materials	9	3.33	1.00	9	2.56	.73
5	Estimating the Quantifiable Characteristics of Products, Events, or Information	9	1.56	1.01	4	2.67	1.15
6	Judging the Qualities of Objects, Services, or People	9	2.44	.88	8	2.75	.71
7	Evaluating Information to Determine Compliance with Standards	9	3.56	.88	9	2.33	.87
8	Processing Information	9	2.22	1.39	5	2.20	.84
9	Analyzing Data or Information	9	1.78	.83	5	2.25	.50
10	Making Decisions and Solving Problems	9	2.56	1.51	6	2.00	.71
11	Thinking Creatively	9	1.33	.71	2	1.50	.71
12	Updating and Using Relevant Knowledge	9	3.00	1.22	8	3.38	1.30
13	Developing Objectives and Strategies	9	1.33	.71	3	1.00	.00
14	Scheduling Work Activities	9	1.00	.00	2		
15	Organizing, Planning, and Prioritizing Work	9	2.56	1.67	7	2.00	1.55
16	Performing General Physical Activities	9	4.56	.53	9	5.11	1.17
17	Handling and Moving Objects	9	3.89	1.27	8	5.25	1.16
18	Controlling Machines and Processes	9	2.44	1.13	7	2.57	.98
19	Working with Computers	9	2.44	.73	8	2.63	1.06
20	Operating Vehicles, Mechanized Devices, or Equipment	9	4.78	.44	9	3.00	1.00
21	Drafting, Laying out, and Specifying Technical Devices, Parts, and Equipment	9	1.00	.00	0		
22	Repairing and Maintaining Mechanical Equipment	9	2.78	1.64	6	3.00	.89
23	Repairing and Maintaining Electronic Equipment	9	1.89	1.17	4	2.75	.96
24	Documenting/Recording Information	9	4.00	1.12	9	3.78	.44
25	Interpreting the Meaning of Information for Others	9	2.44	1.01	7	1.86	.69
26	Communicating with Supervisors, Peers, or Subordinates	9	4.44	.88	9	3.67	1.00
27	Communicating with People Outside the Organization	9	3.67	1.66	7	3.57	.79
28	Establishing and Maintaining Interpersonal Relationships	9	4.11	.93	9	4.44	.88
29	Assisting and Caring for Others	9	4.00	1.00	9	4.11	1.05
30	Selling or Influencing Others	9	1.89	1.36	4	2.75	1.50

*O*NET GWA Ratings 31B Military Police Enlisted*

Item Number		Importance (1-5)			Level (1-7)		
		<i>n</i>	<i>M</i>	<i>SD</i>	<i>n</i>	<i>M</i>	<i>SD</i>
31	Resolving Conflicts and Negotiating with Others	9	3.89	1.27	9	3.44	1.33
32	Performing for or Working Directly with the Public	9	4.67	.50	9	3.78	.83
33	Coordinating the Work and Activities of Others	9	1.78	1.09	4	2.00	.00
34	Developing and Building Teams	9	2.89	1.83	6	1.67	.52
35	Training and Teaching Others	9	1.00	.00	0		
36	Guiding, Directing, and Motivating Subordinates	9	1.44	1.01	2	1.00	.00
37	Coaching and Developing Others	9	1.33	.71	2	2.50	.71
38	Providing Consultation and Advice to Others	9	2.00	1.12	5	1.60	.89
39	Performing Administrative Activities	9	2.33	1.00	7	2.43	.53
40	Staffing Organizational Units	9	1.00	.00	0		
41	Monitoring and Controlling Resources	9	1.33	.71	2	2.00	.00

O*NET GWA Ratings 88A Motor Transport Officers

Item Number	Importance (1-5)			Level (1-7)		
	<i>n</i>	<i>M</i>	<i>SD</i>	<i>n</i>	<i>M</i>	<i>SD</i>
1 Getting Information		5.00	.00		4.33	.58
2 Identifying Objects, Actions, and Events		4.33	.58		3.67	.58
3 Monitoring Processes, Materials, or Surroundings		3.67	.58		4.00	1.00
4 Inspecting Equipment, Structures, or Materials		4.00	1.00		3.67	.58
5 Estimating the Quantifiable Characteristics of Products, Events, or Information		4.00	1.00		3.00	.00
6 Judging the Qualities of Objects, Services, or People		3.67	.58		3.33	.58
7 Evaluating Information to Determine Compliance with Standards		3.67	1.53		3.00	.00
8 Processing Information		4.00	1.00		3.00	.00
9 Analyzing Data or Information		3.67	1.53		2.67	.58
10 Making Decisions and Solving Problems		4.67	.58		3.33	.58
11 Thinking Creatively		4.00	1.00		3.33	.58
12 Updating and Using Relevant Knowledge		4.00	1.00		3.67	.58
13 Developing Objectives and Strategies		3.67	.58		2.67	.58
14 Scheduling Work Activities		4.00	1.00		4.00	1.00
15 Organizing, Planning, and Prioritizing Work		4.67	.58		5.67	.58
16 Performing General Physical Activities		4.33	.58		5.00	1.00
17 Handling and Moving Objects		3.67	.58		5.00	1.73
18 Controlling Machines and Processes		2.67	.58		2.33	.58
19 Working with Computers		4.33	.58		3.00	.00
20 Operating Vehicles, Mechanized Devices, or Equipment		2.33	.58		3.33	.58
21 Drafting, Laying out, and Specifying Technical Devices, Parts, and Equipment		1.67	.58		3.00	1.41
22 Repairing and Maintaining Mechanical Equipment		3.00	1.00		3.33	.58
23 Repairing and Maintaining Electronic Equipment		3.00	1.00		2.67	.58
24 Documenting/Recording Information		3.67	.58		3.33	.58
25 Interpreting the Meaning of Information for Others		3.67	.58		2.00	1.00
26 Communicating with Supervisors, Peers, or Subordinates		4.67	.58		4.67	.58
27 Communicating with People Outside the Organization		4.67	.58		4.33	.58
28 Establishing and Maintaining Interpersonal Relationships		4.67	.58		5.33	.58

O*NET GWA Ratings 88A Motor Transport Officers

Item Number		Importance (1-5)			Level (1-7)		
		<i>n</i>	<i>M</i>	<i>SD</i>	<i>n</i>	<i>M</i>	<i>SD</i>
29	Assisting and Caring for Others		4.67	.58		4.33	1.15
30	Selling or Influencing Others		4.00	.00		4.67	.58
31	Resolving Conflicts and Negotiating with Others		4.67	.58		4.67	.58
32	Performing for or Working Directly with the Public		4.00	1.00		3.67	1.53
33	Coordinating the Work and Activities of Others		5.00	.00		4.33	1.15
34	Developing and Building Teams		5.00	.00		4.33	.58
35	Training and Teaching Others		4.33	.58		3.67	1.15
36	Guiding, Directing, and Motivating Subordinates		4.67	.58		4.33	.58
37	Coaching and Developing Others		5.00	.00		5.00	.00
38	Providing Consultation and Advice to Others		4.00	.00		5.00	1.73
39	Performing Administrative Activities		4.33	1.15		3.67	.58
40	Staffing Organizational Units		3.00	1.00		3.00	1.00
41	Monitoring and Controlling Resources		3.33	.58		3.33	.58

O*NET GWA Ratings 88M Motor Transport Enlisted

Item Number	Importance (1-5)			Level (1-7)		
	<i>n</i>	<i>M</i>	<i>SD</i>	<i>n</i>	<i>M</i>	<i>SD</i>
1 Getting Information		2.56	1.33		2.14	1.07
2 Identifying Objects, Actions, and Events		2.44	1.33		2.57	.98
3 Monitoring Processes, Materials, or Surroundings		2.22	1.64		3.80	1.92
4 Inspecting Equipment, Structures, or Materials		3.44	1.42		3.00	1.51
5 Estimating the Quantifiable Characteristics of Products, Events, or Information		1.67	.87		1.50	.58
6 Judging the Qualities of Objects, Services, or People		1.78	1.09		2.00	.82
7 Evaluating Information to Determine Compliance with Standards		2.78	1.30		2.83	1.72
8 Processing Information		1.56	.73		1.50	.58
9 Analyzing Data or Information		1.33	.71		1.50	.71
10 Making Decisions and Solving Problems		2.56	1.13		1.57	.79
11 Thinking Creatively		1.56	.73		3.00	2.16
12 Updating and Using Relevant Knowledge		2.44	1.01		2.57	1.81
13 Developing Objectives and Strategies		1.56	.73		1.25	.50
14 Scheduling Work Activities		1.56	1.33		3.50	3.54
15 Organizing, Planning, and Prioritizing Work		2.11	1.27		2.60	1.95
16 Performing General Physical Activities		3.78	1.09		4.11	1.62
17 Handling and Moving Objects		3.33	1.12		4.00	1.87
18 Controlling Machines and Processes		2.22	1.09		2.83	1.17
19 Working with Computers		2.67	1.00		2.14	.69
20 Operating Vehicles, Mechanized Devices, or Equipment		4.44	.73		5.00	1.12
21 Drafting, Laying out, and Specifying Technical Devices, Parts, and Equipment		1.44	1.33	0	0	
22 Repairing and Maintaining Mechanical Equipment		3.11	.93		2.89	1.05
23 Repairing and Maintaining Electronic Equipment		2.22	.83		2.43	1.13
24 Documenting/Recording Information		3.00	1.12		2.88	1.96
25 Interpreting the Meaning of Information for Others		1.78	.83		2.00	.82
26 Communicating with Supervisors, Peers, or Subordinates		3.89	.93		3.56	1.13
27 Communicating with People Outside the Organization		2.89	1.05		2.57	1.81
28 Establishing and Maintaining Interpersonal Relationships		3.11	.78		3.88	.83

O*NET GWA Ratings 88M Motor Transport Enlisted

Item Number	Importance (1-5)			Level (1-7)		
	<i>n</i>	<i>M</i>	<i>SD</i>	<i>n</i>	<i>M</i>	<i>SD</i>
29	Assisting and Caring for Others	3.11	1.27	3.50	1.41	
30	Selling or Influencing Others	1.44	.73	2.00	1.00	
31	Resolving Conflicts and Negotiating with Others	1.56	.88	2.67	.58	
32	Performing for or Working Directly with the Public	1.33	.71	2.50	2.12	
33	Coordinating the Work and Activities of Others	2.22	1.09	2.50	1.38	
34	Developing and Building Teams	2.89	.93	2.13	1.36	
35	Training and Teaching Others	1.67	.71	2.25	1.26	
36	Guiding, Directing, and Motivating Subordinates	1.89	.60	2.00	.89	
37	Coaching and Developing Others	1.44	.53	2.50	.58	
38	Providing Consultation and Advice to Others	1.44	.73	2.33	.58	
39	Performing Administrative Activities	1.56	.53	2.00	.00	
40	Staffing Organizational Units	1.00	.00	0	0	
41	Monitoring and Controlling Resources	1.38	.74	3.00	0	

O*NET GWA Ratings 19A Tank Platoon Leader

Item Number	Importance (1-5)			Level (1-7)		
	n	M	SD	n	M	SD
1 Getting Information		3.75	.50		4.50	.58
2 Identifying Objects, Actions, and Events		3.50	1.00		4.00	1.41
3 Monitoring Processes, Materials, or Surroundings		3.50	.58		4.00	.82
4 Inspecting Equipment, Structures, or Materials		3.25	.50		3.50	.58
5 Estimating the Quantifiable Characteristics of Products, Events, or Information		4.00	.82		3.50	.58
6 Judging the Qualities of Objects, Services, or People		3.75	.50		4.00	.82
7 Evaluating Information to Determine Compliance with Standards		3.50	.58		3.50	.58
8 Processing Information		3.00	.82		3.50	.58
9 Analyzing Data or Information		3.50	.58		3.50	1.29
10 Making Decisions and Solving Problems		4.75	.50		4.75	.96
11 Thinking Creatively		3.25	.96		3.50	1.29
12 Updating and Using Relevant Knowledge		3.75	.50		5.25	.50
13 Developing Objectives and Strategies		3.25	.50		3.00	.82
14 Scheduling Work Activities		4.00	.82		3.75	.50
15 Organizing, Planning, and Prioritizing Work		3.75	.96		5.00	.00
16 Performing General Physical Activities		3.75	.50		5.75	.50
17 Handling and Moving Objects		3.50	.58		6.00	.82
18 Controlling Machines and Processes		3.25	.96		4.50	1.29
19 Working with Computers		3.00	.82		2.50	.58
20 Operating Vehicles, Mechanized Devices, or Equipment		4.00	1.15		4.50	.58
21 Drafting, Laying out, and Specifying Technical Devices, Parts, and Equipment		2.00	.82		3.00	1.00
22 Repairing and Maintaining Mechanical Equipment		2.25	.50		3.00	.82
23 Repairing and Maintaining Electronic Equipment		2.25	.50		2.25	.50
24 Documenting/Recording Information		3.00	.00		4.00	.00
25 Interpreting the Meaning of Information for Others		3.75	.50		3.25	.50
26 Communicating with Supervisors, Peers, or Subordinates		4.25	.96		4.50	.58
27 Communicating with People Outside the Organization		3.50	1.00		4.00	.82
28 Establishing and Maintaining Interpersonal Relationships		4.25	.50		5.50	1.00
29 Assisting and Caring for Others		3.25	.50		4.25	.96
30 Selling or Influencing Others		3.50	.58		3.75	.50
31 Resolving Conflicts and Negotiating with Others		3.75	.50		4.75	.50
32 Performing for or Working Directly with the Public		2.25	.96		4.00	1.00

O*NET GWA Ratings 19A Tank Platoon Leader

Item Number		Importance (1-5)			Level (1-7)		
		n	M	SD	n	M	SD
33	Coordinating the Work and Activities of Others		4.25	.50		5.00	.00
34	Developing and Building Teams		4.50	.58		4.25	.50
35	Training and Teaching Others		3.75	.96		3.75	.96
36	Guiding, Directing, and Motivating Subordinates		4.25	.50		5.50	1.29
37	Coaching and Developing Others		3.50	.58		4.75	.50
38	Providing Consultation and Advice to Others		3.00	.00		2.75	.50
39	Performing Administrative Activities		2.50	.58		3.50	1.00
40	Staffing Organizational Units		2.25	.50		3.25	.96
41	Monitoring and Controlling Resources		3.25	.50		4.00	.00

O*NET GWA Ratings 19K Tank Armor Crewman Enlisted

Item Number	Importance (1-5)			Level (1-7)		
	<i>n</i>	<i>M</i>	<i>SD</i>	<i>n</i>	<i>M</i>	<i>SD</i>
1 Getting Information		3.33	.52		2.33	1.21
2 Identifying Objects, Actions, and Events		2.00	.89		2.00	.82
3 Monitoring Processes, Materials, or Surroundings		2.50	.84		2.83	.98
4 Inspecting Equipment, Structures, or Materials		3.67	1.21		3.00	.89
5 Estimating the Quantifiable Characteristics of Products, Events, or Information		1.83	.98		2.00	1.73
6 Judging the Qualities of Objects, Services, or People		1.83	.75		1.50	.58
7 Evaluating Information to Determine Compliance with Standards		2.00	.63		1.60	.89
8 Processing Information		1.33	.52		2.00	1.41
9 Analyzing Data or Information		1.50	.84		2.00	.00
10 Making Decisions and Solving Problems		1.33	.52		2.00	.00
11 Thinking Creatively		1.33	.52		1.50	.71
12 Updating and Using Relevant Knowledge		3.33	1.21		2.67	1.21
13 Developing Objectives and Strategies		1.00	.00		0	0
14 Scheduling Work Activities		1.00	.00		0	0
15 Organizing, Planning, and Prioritizing Work		1.67	.82		1.33	.58
16 Performing General Physical Activities		4.33	1.03		4.67	.82
17 Handling and Moving Objects		4.33	1.03		4.67	1.37
18 Controlling Machines and Processes		2.67	.82		2.67	1.63
19 Working with Computers		1.50	.55		1.00	.00
20 Operating Vehicles, Mechanized Devices, or Equipment		3.67	1.75		4.00	1.22
21 Drafting, Laying out, and Specifying Technical Devices, Parts, and Equipment		1.00	.00		0	0
22 Repairing and Maintaining Mechanical Equipment		3.67	1.51		3.60	.89
23 Repairing and Maintaining Electronic Equipment		2.50	1.22		2.25	.96
24 Documenting/Recording Information		2.00	.89		2.00	.82
25 Interpreting the Meaning of Information for Others		1.00	.00		0	0
26 Communicating with Supervisors, Peers, or Subordinates		3.83	.75		2.83	1.47
27 Communicating with People Outside the Organization		1.50	.84		1.00	.00
28 Establishing and Maintaining Interpersonal Relationships		3.17	1.17		4.00	.00
29 Assisting and Caring for Others		2.00	.63		2.00	.00

O*NET GWA Ratings 19K Tank Armor Crewman Enlisted

Item Number	Importance (1-5)			Level (1-7)		
	<i>n</i>	<i>M</i>	<i>SD</i>	<i>n</i>	<i>M</i>	<i>SD</i>
30	Selling or Influencing Others	1.17	.41	1.00	0	
31	Resolving Conflicts and Negotiating with Others	1.50	1.22	2.00	0	
32	Performing for or Working Directly with the Public	1.17	.41	1.00	0	
33	Coordinating the Work and Activities of Others	1.50	.84	2.00	.00	
34	Developing and Building Teams	1.83	1.60	1.50	.71	
35	Training and Teaching Others	1.17	.41	2.00	0	
36	Guiding, Directing, and Motivating Subordinates	1.33	.52	1.00	.00	
37	Coaching and Developing Others	1.50	.84	2.00	.00	
38	Providing Consultation and Advice to Others	1.50	.84	1.00	.00	
39	Performing Administrative Activities	1.50	.84	2.00	.00	
40	Staffing Organizational Units	1.00	.00	0	0	
41	Monitoring and Controlling Resources	1.00	.00	0	0	

O*NET GWA Ratings 25A Signal Support Officer

Item Number	Importance (1-5)			Level (1-7)		
	<i>n</i>	<i>M</i>	<i>SD</i>	<i>n</i>	<i>M</i>	<i>SD</i>
1 Getting Information		4.80	.42		4.20	1.81
2 Identifying Objects, Actions, and Events		4.20	1.03		3.80	1.40
3 Monitoring Processes, Materials, or Surroundings		4.40	.84		4.30	1.06
4 Inspecting Equipment, Structures, or Materials		4.40	.84		4.10	1.45
5 Estimating the Quantifiable Characteristics of Products, Events, or Information		4.20	.79		3.50	.97
6 Judging the Qualities of Objects, Services, or People		3.70	1.25		3.44	1.42
7 Evaluating Information to Determine Compliance with Standards		4.60	.70		4.20	1.32
8 Processing Information		4.10	1.29		4.89	1.17
9 Analyzing Data or Information		4.50	.85		4.20	1.40
10 Making Decisions and Solving Problems		4.80	.42		4.70	1.95
11 Thinking Creatively		4.40	.70		3.90	2.13
12 Updating and Using Relevant Knowledge		4.50	.85		4.50	1.58
13 Developing Objectives and Strategies		4.30	.95		4.30	1.64
14 Scheduling Work Activities		3.70	.95		4.70	1.42
15 Organizing, Planning, and Prioritizing Work		4.70	.67		5.50	1.43
16 Performing General Physical Activities		3.56	1.01		3.67	1.80
17 Handling and Moving Objects		3.00	1.50		3.29	1.50
18 Controlling Machines and Processes		3.30	1.34		3.25	1.04
19 Working with Computers		4.50	.71		5.60	1.35
20 Operating Vehicles, Mechanized Devices, or Equipment		2.90	1.45		2.88	.83
21 Drafting, Laying out, and Specifying Technical Devices, Parts, and Equipment		4.40	.84		5.10	1.91
22 Repairing and Maintaining Mechanical Equipment		2.78	1.79		3.33	1.21
23 Repairing and Maintaining Electronic Equipment		4.50	.71		4.70	1.34
24 Documenting/Recording Information		4.20	.92		3.78	1.86
25 Interpreting the Meaning of Information for Others		4.10	.88		4.22	1.09
26 Communicating with Supervisors, Peers, or Subordinates		4.80	.42		4.70	1.89
27 Communicating with People Outside the Organization		4.60	.70		4.70	1.25
28 Establishing and Maintaining Interpersonal Relationships		4.50	.71		5.10	1.37
29 Assisting and Caring for Others		3.70	1.16		4.30	2.16

O*NET GWA Ratings 25A Signal Support Officer

Item Number	Importance (1-5)			Level (1-7)		
	<i>n</i>	<i>M</i>	<i>SD</i>	<i>n</i>	<i>M</i>	<i>SD</i>
30 Selling or Influencing Others		3.50	1.35		3.70	1.42
31 Resolving Conflicts and Negotiating with Others		4.20	1.23		4.50	1.35
32 Performing for or Working Directly with the Public		3.44	1.42		3.75	1.16
33 Coordinating the Work and Activities of Others		4.00	1.12		3.89	1.62
34 Developing and Building Teams		4.40	.84		4.30	1.70
35 Training and Teaching Others		4.70	.67		4.30	2.00
36 Guiding, Directing, and Motivating Subordinates		4.70	.48		5.00	1.63
37 Coaching and Developing Others		4.50	.71		4.60	1.96
38 Providing Consultation and Advice to Others		3.60	1.07		3.80	1.40
39 Performing Administrative Activities		4.20	.92		4.50	1.27
40 Staffing Organizational Units		3.22	1.56		4.00	1.63
41 Monitoring and Controlling Resources		4.50	.85		4.80	1.40

O*NET GWA Ratings 25U Signal Support Enlisted

Item Number		Importance (1-5)			Level (1-7)		
		<i>n</i>	<i>M</i>	<i>SD</i>	<i>n</i>	<i>M</i>	<i>SD</i>
1	Getting Information		3.00	.71		2.22	.44
2	Identifying Objects, Actions, and Events		2.11	.78		2.00	.00
3	Monitoring Processes, Materials, or Surroundings		2.56	.88		3.50	.93
4	Inspecting Equipment, Structures, or Materials		2.89	.93		2.78	.67
5	Estimating the Quantifiable Characteristics of Products, Events, or Information		1.56	.53		1.80	.45
6	Judging the Qualities of Objects, Services, or People		1.78	.83		2.20	.45
7	Evaluating Information to Determine Compliance with Standards		2.00	.71		2.00	.58
8	Processing Information		1.89	.93		2.40	.89
9	Analyzing Data or Information		1.78	.67		2.00	.89
10	Making Decisions and Solving Problems		2.33	.87		2.00	.76
11	Thinking Creatively		2.11	.78		2.14	.69
12	Updating and Using Relevant Knowledge		3.00	1.00		3.38	.92
13	Developing Objectives and Strategies		1.33	.50		1.67	.58
14	Scheduling Work Activities		1.22	.44		2.00	1.41
15	Organizing, Planning, and Prioritizing Work		1.78	.83		2.60	.89
16	Performing General Physical Activities		3.89	.78		4.67	.87
17	Handling and Moving Objects		3.89	.78		4.67	1.12
18	Controlling Machines and Processes		1.89	.93		2.00	.63
19	Working with Computers		3.11	.60		2.89	1.05
20	Operating Vehicles, Mechanized Devices, or Equipment		3.11	1.27		3.00	.76
21	Drafting, Laying out, and Specifying Technical Devices, Parts, and Equipment		1.22	.67		2.00	0
22	Repairing and Maintaining Mechanical Equipment		2.11	1.17		2.43	1.13
23	Repairing and Maintaining Electronic Equipment		3.56	.88		3.78	.67
24	Documenting/Recording Information		2.89	1.27		2.38	.52
25	Interpreting the Meaning of Information for Others		2.11	.78		2.00	.58
26	Communicating with Supervisors, Peers, or Subordinates		3.11	.60		3.56	.53
27	Communicating with People Outside the Organization		2.44	1.13		3.00	1.10
28	Establishing and Maintaining Interpersonal Relationships		2.67	.87		3.13	.99

O*NET GWA Ratings 25U Signal Support Enlisted

Item Number	Importance (1-5)			Level (1-7)		
	<i>n</i>	<i>M</i>	<i>SD</i>	<i>n</i>	<i>M</i>	<i>SD</i>
29 Assisting and Caring for Others		1.89	.60		2.29	.49
30 Selling or Influencing Others		1.56	.73		1.75	.96
31 Resolving Conflicts and Negotiating with Others		1.89	.78		2.67	.52
32 Performing for or Working Directly with the Public		1.44	.88		3.00	.00
33 Coordinating the Work and Activities of Others		1.78	.83		2.60	.89
34 Developing and Building Teams		2.11	1.05		2.00	1.10
35 Training and Teaching Others		2.33	.71		2.38	.52
36 Guiding, Directing, and Motivating Subordinates		1.67	.87		2.00	.82
37 Coaching and Developing Others		2.33	.87		2.71	.76
38 Providing Consultation and Advice to Others		1.78	.97		2.75	1.26
39 Performing Administrative Activities		2.11	.78		2.00	.00
40 Staffing Organizational Units		1.00	.00		0	0
41 Monitoring and Controlling Resources		1.56	.53		2.20	.45

APPENDIX D

Descriptive Statistics for SME and Analyst Ratings on O*NET Ability Rating Scales by Target Job

31A Military Police Officers

	Mean Imp			SD Imp			SE Imp			Mean Lev			SD Lev			SE Lev		
Ability Name																		
Oral Comprehension																		
Written Comprehension																		
Oral Expression																		
Written Expression																		
Fluency of Ideas																		
Originality																		
Problem Sensitivity																		
Deductive																		

31A Military Police Officers

	M ea n Im p			S D Im p			SE m Im p			M ea n Le ve l			S D Le ve l			SE m Le ve l		
Abilit y																		
Name																		
Reas oning																		
Induc tive Reas oning																		
Infor matio n Order ing																		
Categ ory Flexi bility																		
Math emati cal Reas oning																		
Num ber Facili ty																		
Mem orizat ion																		
Spee d of Closu																		

31A Military Police Officers

	M e a n I m p			S D I m p			S E m I m p			M e a n L e v e l			S D L e v e l			S E m L e v e l		
Abilit y Name re																		
Flexi bilty of Closu re																		
Perce ptual Spee d																		
Spati al Orien tation																		
Visua lizati on																		
Selec tive Atten tion																		
Time Shar ing																		
Arm- Hand Stead iness																		

31A Military Police Officers

	M ea n I m p			S D I m p			S E m I m p			M ea n L e v e l			S D L e v e l			S E m L e v e l		
Ability																		
Name																		
Manu																		
al																		
Dexte																		
rity																		
Finge																		
r																		
Dexte																		
rity																		
Contr																		
ol																		
Preci																		
sion																		
Multil																		
imb																		
Coor																		
dinati																		
on																		
Resp																		
onse																		
Orien																		
tation																		
Rate																		
Contr																		
ol																		
React																		
ion																		
Time																		
Wrist																		

31A Military Police Officers

	M e a n I m p			S D I m p			S E m I m p			M e a n L e v e l			S D L e v e l			S E m L e v e l		
Abilit y																		
Name																		
Finge r																		
Spee d																		
Spee d of																		
Limb																		
Move ment																		
Static																		
Stren gth																		
Explo sive																		
Stren gth																		
Dyna mic																		
Stren gth																		
Trunk																		
Stren gth																		
Stami na																		
Exten t																		

31A Military Police Officers

	M ea n I m p	S D I m p	SE m I m p	M ea n Le ve l	S D Le ve l	SE m Le ve l
Ability Name						
Flexibility						
Dynamic Flexibility						
Gross Body Coordination						
Gross Body Equilibrium						
Near Vision						
Far Vision						
Visual Color Discrimin.						
Night						

31A Military Police Officers

	Mean Imp			SD Imp			SE Imp			Mean Leve			SD Leve			SE Leve		
Ability Name																		
Vision																		
Peripheral Vision																		
Depth Perception																		
Glare Sensitivity																		
Hearing Sensitivity																		
Auditory Attention																		
Sound Localization																		
Speech Recognition																		

31A Military Police Officers

	Mean Imp			SD Imp			SE Imp			Mean Leve			SD Leve			SE Leve		
Ability																		
Name																		
gnition																		
Speed																		
ch																		
Clarit																		
y																		

Note. 1 = Army SMEs ($n = 9$); 2 = Army Analysts ($n = 8$); 3 = O*NET Analysts ($n = 8$). Shaded mean importance values indicate that two or fewer analysts rated its importance as ≥ 2 . Shaded SE_M values indicate an $SE_M > .51$.

31B Military Police Enlisted

	M ea n Im p	S D Im p	SE m Im p	M ea n Le ve l	S D Le ve l	SE m Le ve l
Ability Name						
Oral Comprehension						
Written Comprehension						
Oral Expression						
Written Expression						
Fluency of Ideas						
Originality						
Problem Sensitivity						

31B Military Police Enlisted

	M ea n Im p	S D im p	SE m Im p	M ea n Le ve l	S D Le ve l	SE m Le ve l
Abilit y Name						
Dedu ctive Reas oning						
Induc tive Reas oning						
Infor matio n Order ing						
Categ ory Flexi bility						
Math emati cal Reas oning						
Num ber Facili ty						
Mem orizat ion						
Spee						

31B Military Police Enlisted

	M ea n I m p			S D I m p			S E m I m p			M ea n L e v e l			S D L e v e l			S E m L e v e l		
Abilit y Name																		
d of Closu re																		
Flexi bility of Closu re																		
Perce ptual Spee d																		
Spati al Orien tation																		
Visua lizati on																		
Selec tive Atten tion																		
Time Shar ing																		
Arm- Hand Stead																		

31B Military Police Enlisted

	M ea n Im p	S D Im p	SE m Im p	M ea n Le ve l	S D Le ve l	SE m Le ve l
Abilit y Name						
Iness						
Manu al Dexte rity						
Finge r Dexte rity						
Contr ol Preci sion						
Multil imb Coordi nation						
Resp onse Orien tation						
Rate Contr ol						
React ion Time						

31B Military Police Enlisted

Ability Name	Mean Limp			SD Imp			SE m Imp			Mean Level			SD Level			SE m Level		
Wrist																		
Finger																		
Speed																		
Speed of Limb Movement																		
Static Strength																		
Explosive Strength																		
Dynamic Strength																		
Trunk Strength																		
Stamina																		

31B Military Police Enlisted

	M ea n Im p	S D Im p	SE m Im p	M ea n Le ve l	S D Le ve l	SE m Le ve l
Abilit y Name						
Exten t Flexi bility						
Dyna mic Flexi bility						
Gros s Body Coor dinati on						
Gros s Body Equili brium						
Near Visio n						
Far Visio n						
Visua l Color Discri						

31B Military Police Enlisted

	M e a n I m p			S D I m p			S E m I m p			M e a n L e v e l			S D L e v e l			S E m L e v e l		
Abilit y Name min.																		
Night Visio n																		
Perip heral Visio n																		
Dept h Perce ption																		
Glare Sensi tivity																		
Heari ng Sensi tivity																		
Audit ory Atten tion																		
Soun d Local ization																		

31B Military Police Enlisted

	Mean Imp			SD Imp			SE Imp			Mean Lev			SD Lev			SE Lev		
Ability																		
Name																		
Speech Recognition																		
Speech Clarity																		

Note. 1 = Army SMEs ($n = 9$); 2 = Army Analysts ($n = 8$); 3 = O*NET Analysts ($n = 8$). Shaded mean importance values indicate that two or fewer analysts rated its importance as ≥ 2 . Shaded SE_M values indicate an $SE_M > .51$.

88A Motor Transport Officers

	Mean Imp			SD Imp			SEM Imp			Mean Level			SD Level			SEM Level		
Ability Name																		
Oral Comprehension																		
Written Comprehension																		
Oral Expression																		
Written Expression																		
Fluency of Ideas																		
Originality																		
Problem Sensitivity																		

88A Motor Transport Officers

	M ea n Im p			S D Im p			SE m Im p			M ea n Le ve l			S D Le ve l			SE m Le ve l		
Abilit y Name																		
Dedu ctive Reas oning																		
Induc tive Reas oning																		
Infor matio n Order ing																		
Categ ory Flexi bility																		
Math emati cal Reas oning																		
Num ber Facili ty																		
Mem orizat ion																		
Spee																		

88A Motor Transport Officers

	Mean Imp			SD Imp			SE Imp			Mean Lev			SD Lev			SE Lev		
Ability Name																		
d of Closure																		
Flexibility of Closure																		
Perceptual Speed																		
Spatial Orientation																		
Visualization																		
Selective Attention																		
Time Sharing																		
Arm-Hand Stead																		

88A Motor Transport Officers

	M ea n I m p			S D I m p			SE m I m p			M ea n Le ve l			S D Le ve l			SE m Le ve l		
Ability																		
Name																		
iness																		
Manu al Dexte rity																		
Finge r Dexte rity																		
Contr ol Preci sion																		
Multil imb Coordi nation																		
Resp onse Orien tation																		
Rate Contr ol																		
React ion Time																		

88A Motor Transport Officers

	Mean Imp	SD Imp	SE Imp	Mean Lev	SD Lev	SE Lev
Ability Name						
Wrist						
Finger						
Speed						
Speed of Limb Movement						
Static Strength						
Explosive Strength						
Dynamic Strength						
Trunk Strength						
Stamina						

88A Motor Transport Officers

	M ea n Im p	S D Im p	SE m Im p	M ea n Le ve l	S D Le ve l	SE m Le ve l
Abilit y Name						
Exten t Flexi bility						
Dyna mic Flexi bility						
Gros s Body Coor dinati on						
Gros s Body Equili brium						
Near Visio n						
Far Visio n						
Visua l Color Discri						

88A Motor Transport Officers

	Mean Imp			SD Imp			SEM Imp			Mean Level			SD Level			SEM Level		
Ability Name																		
min.																		
Night Vision																		
Peripheral Vision																		
Depth Perception																		
Glare Sensitivity																		
Hearing Sensitivity																		
Auditory Attention																		
Sound Localization																		

88A Motor Transport Officers

	M ea n I m p			S D I m p			S E m I m p			M ea n L e v e l			S D L e v e l			S E m L e v e l		
Abilit y Name																		
Spee ch Reco gnitio n																		
Spee ch Clarit y																		

Note. 1 = Army SMEs ($n = 3$); 2 = Army Analysts ($n = 8$); 3 = O*NET Analysts ($n = 8$). * There are no flags for his job because there are fewer than 8 raters. Shaded mean importance values indicate that two or fewer analysts rated its importance as ≥ 2 . Shaded SE_M values indicate an $SE_M > .51$.

88M Motor Transport Enlisted

	Mean Imp			SD Imp			SEM Imp			Mean Lev			SD Lev			SEM Lev		
Ability Name																		
Oral Comprehension																		
Written Comprehension																		
Oral Expression																		
Written Expression																		
Fluency of Ideas																		
Originality																		
Problem Sensitivity																		

88M Motor Transport Enlisted

	M ea n Im p			S D Im p			SE m Im p			M ea n Le ve l			S D Le ve l			SE m Le ve l		
Abilit y Name																		
Dedu ctive Reas oning																		
Induc tive Reas oning																		
Infor matio n Order ing																		
Categ ory Flexi bility																		
Math emati cal Reas oning																		
Num ber Facili ty																		
Mem orizat ion																		
Spee																		

88M Motor Transport Enlisted

	M ea n I m p			S D I m p			S E m I m p			M ea n L e v e l			S D L e v e l			S E m L e v e l		
Ability																		
Name																		
d of																		
Closure																		
Flexibility																		
of																		
Closure																		
Perceptual																		
Speed																		
Spatial																		
Orientation																		
Visualization																		
Selective																		
Attention																		
Time																		
Sharing																		
Arm-Hand																		
Stead																		

88M Motor Transport Enlisted

	M ea n I m p			S D I m p			S E m I m p			M ea n L e v e l			S D L e v e l			S E m L e v e l		
Abilit y Name																		
Iness																		
Manu al Dexte rity																		
Finge r Dexte rity																		
Contr ol Preci sion																		
Multil imb Coordi nation																		
Resp onse Orlen tation																		
Rate Contr ol																		
React ion Time																		

88M Motor Transport Enlisted

Ability Name	Mean Imp			SD Imp			SE Imp			Mean Level			SD Level			SE Level		
Wrist																		
Finger																		
Speed																		
Speed of Limb Movement																		
Static Strength																		
Explosive Strength																		
Dynamic Strength																		
Trunk Strength																		
Stamina																		

88M Motor Transport Enlisted

	M ea n Im p			S D Im p			SE m Im p			M ea n Le ve l			S D Le ve l			SE m Le ve l		
Abilit y Name																		
Exten t Flexi bility																		
Dyna mic Flexi bility																		
Gros s Body Coordi nation																		
Gros s Body Equill brium																		
Near Visio n																		
Far Visio n																		
Visua l Color Discri																		

88M Motor Transport Enlisted

	M e a n I m p			S D I m p			S E m I m p			M e a n L e v e l			S D L e v e l			S E m L e v e l		
Ability Name																		
min.																		
Night Vision																		
Peripheral Vision																		
Depth Perception																		
Glare Sensitivity																		
Hearing Sensitivity																		
Auditory Attention																		
Sound Localization																		

88M Motor Transport Enlisted

	Mean Imp			SD Imp			SE Imp			Mean Lev			SD Lev			SE Lev		
Ability																		
Name																		
Speech Recognition																		
Speech Clarity																		

Note. 1 = Army SMEs ($n = 9$); 2 = Army Analysts ($n = 8$); 3 = O*NET Analysts ($n = 8$). Shaded mean importance values indicate that two or fewer analysts rated its importance as ≥ 2 . Shaded SE_M values indicate an $SE_M > .51$.

19A Tank Platoon Leader

	Mean Imp			SD Imp			SEM Imp			Mean Lev			SD Lev			SEM Lev		
Ability Name																		
Oral Comprehension																		
Written Comprehension																		
Oral Expression																		
Written Expression																		
Fluency of Ideas																		
Originality																		
Problem Sensitivity																		

19A Tank Platoon Leader

	Mean Imp	SD Imp	SE Imp	Mean Lev	SD Lev	SE Lev
Ability Name						
Deductive Reasoning						
Inductive Reasoning						
Information Ordering						
Categorization						
Mathematical Reasoning						
Number Facility						
Memorization						
Speed						

19A Tank Platoon Leader

	Mean Imp			SD Imp			SE Imp			Mean Leve			SD Leve			SE Leve		
Ability Name																		
Speed of Closure																		
Flexibility of Closure																		
Perceptual Speed																		
Spatial Orientation																		
Visualization																		
Selective Attention																		
Time Sharing																		
Arm-Hand Stead																		

19A Tank Platoon Leader

	Mean Imp	SD Imp	SE Imp	Mean Leve	SD Leve	SE Leve
Ability Name						
Inness						
Manu al Dexte rity						
Finge r Dexte rity						
Contr ol Preci sion						
Multil imb Coordi nati on						
Resp onse Orien tation						
Rate Contr ol						
React ion Time						

19A Tank Platoon Leader

	Mean Limp	SD Imp	SE m Imp	Mean Leve	SD Leve	SE m Leve
Ability Name						
Wrist						
Finger						
Speed						
Speed of Limb Movement						
Static Strength						
Explosive Strength						
Dynamic Strength						
Trunk Strength						
Stamina						

19A Tank Platoon Leader

	Mean Imp			SD Imp			SEM Imp			Mean Lev			SD Lev			SEM Lev		
Ability Name																		
Extent																		
Flexibility																		
Dynamic Flexibility																		
Gross Body Coordination																		
Gross Body Equilibrium																		
Near Vision																		
Far Vision																		
Visual Color Discrimination																		

19A Tank Platoon Leader

	Mean Imp			SD Imp			SE Imp			Mean Level			SD Level			SE Level		
Ability Name min.																		
Night Vision																		
Peripheral Vision																		
Depth Perception																		
Glare Sensitivity																		
Hearing Sensitivity																		
Auditory Attention																		
Sound Localization																		

19A Tank Platoon Leader

	M e a n I m p				S D I m p				S E I m p				M e a n L e v e l				S D L e v e l				S E L e v e l			
Ability																								
Name																								
Speech																								
Recognition																								
Speech																								
Clarity																								

Note. 1 = Army SMEs ($n = 4$); 2 = Army Analysts ($n = 8$); 3 = O*NET Analysts ($n = 8$). * There are no flags for his job because there are fewer than 8 raters. Shaded SE_M values indicate an $SE_M > .51$.

19K Tank Armor Crewman Enlisted

	M e a n I m p			S D I m p			S E m I m p			M e a n L e v e l			S D L e v e l			S E m L e v e l		
Ability Name																		
Oral Comprehension																		
Written Comprehension																		
Oral Expression																		
Written Expression																		
Fluency of Ideas																		
Originality																		
Problem Sensitivity																		

19K Tank Armor Crewman Enlisted

	M ea n Im p			S D Im p			S E m Im p			M ea n Le ve l			S D Le ve l			S E m Le ve l		
	Abilit y Name																	
	Dedu ctive Reas oning																	
	Induc tive Reas oning																	
	Infor matio n Order ing																	
	Categ ory Flexi bility																	
	Math emati cal Reas oning																	
	Num ber Facili ty																	
	Mem orizat ion																	
	Spee																	

19K Tank Armor Crewman Enlisted

	Mean Imp			SD Imp			SE Imp			Mean Lev			SD Lev			SE Lev		
Ability Name																		
d of Closure																		
Flexibility of Closure																		
Perceptual Speed																		
Spatial Orientation																		
Visualization																		
Selective Attention																		
Time Sharing																		
Arm-Hand Stead																		

19K Tank Armor Crewman Enlisted

	M ea n I m p			S D I m p			S E m I m p			M ea n L e v e l			S D L e v e l			S E m L e v e l		
Abilit y Name																		
Wrist																		
Finge r Spee d																		
Spee d of Limb Move ment																		
Static Stren gth																		
Explo sive Stren gth																		
Dyna mic Stren gth																		
Trunk Stren gth																		
Stami na																		

19K Tank Armor Crewman Enlisted

	M ea n I m p	S D I m p	SE m I m p	M ea n Le ve l	S D Le ve l	SE m Le ve l
Ablity Name						
Extent Flexibility						
Dyna mic Flexibility						
Gros s Body Coordinati on						
Gros s Body Equilibri um						
Near Visio n						
Far Visio n						
Visua l Color Discri						

19K Tank Armor Crewman Enlisted

	M ea n i m p			S D i m p			S E m i m p			M ea n Le ve i			S D Le ve i			S E m Le ve i		
Ability Name																		
min.																		
Night Vision																		
Peripheral Vision																		
Depth Perception																		
Glare Sensitivity																		
Hearing Sensitivity																		
Auditory Attention																		
Sound Localization																		

19K Tank Armor Crewman Enlisted

	M ea n I m p	S D I m p	SE m I m p	M ea n Le ve l	S D Le ve l	SE m Le ve l
Ability						
Name						
Speech Recognition						
Speech Clarity						

Note 1 = Army SMEs (n = 6); 2 = Army Associates (n = 6)

Note. 1 = Army SMEs ($n = 6$); 2 = Army Analysts ($n = 8$); 3 = O*NET Analysts ($n = 8$). * There are no flags for his job because there are fewer than 8 raters. Shaded SE_M values indicate an $SE_M > .51$.

25A Signal Support Officer

	M ea n i m p			S D i m p			S E i m p			M ea n Le ve l			S D Le ve l			S E m Le ve l		
Abilit y Name																		
Oral Com prehe nson																		
Writt en Com prehe nson																		
Oral Expre ssion																		
Writt en Expre ssion																		
Fluen cy of Ideas																		
Origi nality																		
Probl em Sensi tivity																		

25A Signal Support Officer

	Mean Imp			SD Imp			SE Imp			Mean Lev			SD Lev			SE Lev		
Ability Name																		
Deductive Reasoning																		
Inductive Reasoning																		
Information Ordering																		
Categorization																		
Mathematical Reasoning																		
Number Facility																		
Memorization																		
Speed																		

25A Signal Support Officer

	M ea n Im p			S D Im p			SE m Im p			M ea n Le ve l			S D Le ve l			SE m Le ve l		
Ability Name																		
d of Closure																		
Flexibility of Closure																		
Perceptual Speed																		
Spatial Orientation																		
Visualization																		
Selective Attention																		
Time Sharing																		
Arm-Hand Stead																		

25A Signal Support Officer

	M ea n Im p			S D Im p			SE m Im p			M ea n Le ve l			S D Le ve l			SE m Le ve l		
Abilit y																		
Name																		
iness																		
Manu al Dexte rity																		
Finge r Dexte rity																		
Contr ol Preci sion																		
Multit imb Coordi nation																		
Resp onse Orien tation																		
Rate Contr ol																		
React ion Time																		

25A Signal Support Officer

Ability Name	Mean Imp			SD Imp			SE Imp			Mean Lev			SD Lev			SE Lev		
Wrist																		
Finger																		
Speed																		
Speed of Limb Movement																		
Static Strength																		
Explosive Strength																		
Dynamic Strength																		
Trunk Strength																		
Stamina																		

25A Signal Support Officer

	Mean Imp			SD Imp			SE Imp			Mean Level			SD Level			SE Level		
Ability Name																		
Extent Flexibility																		
Dynamic Flexibility																		
Gross Body Coordination																		
Gross Body Equilibrium																		
Near Vision																		
Far Vision																		
Visual Color Discrimination																		

25A Signal Support Officer

Ability Name	Mean Imp			SD Imp			SE Imp			Mean Lev			SD Lev			SE Lev		
Ability Name min.																		
Night Vision																		
Peripheral Vision																		
Depth Perception																		
Glare Sensitivity																		
Hearing Sensitivity																		
Auditory Attention																		
Sound Localization																		

25A Signal Support Officer

	Mean Imp				SD Imp				SEM Imp				Mean Lev				SD Lev				SEM Lev			
Ability Name																								
Speech Recognition																								
Speech Clarity																								

Note. 1 = Army SMEs ($n = 10$); 2 = Army Analysts ($n = 8$); 3 = O*NET Analysts ($n = 8$). Shaded mean importance values indicate that two or fewer analysts rated its importance as ≥ 2 . Shaded SE_M values indicate an $SE_M > .51$.

25U Signal Support Enlisted

	Mean Imp			SD Imp			SE Imp			Mean Leve			SD Leve			SE Leve		
Ability Name																		
Oral Comprehension																		
Written Comprehension																		
Oral Expression																		
Written Expression																		
Fluency of Ideas																		
Originality																		
Problem Sensitivity																		

25U Signal Support Enlisted

	M ea n I m p	S D I m p	S E m I m p	M ea n Le ve l	S D Le ve l	S E m Le ve l
Abilit y Name						
Dedu ctive Reas oning						
Induc tive Reas oning						
Infor matio n Order ing						
Categ ory Flexi bility						
Math emati cal Reas oning						
Num ber Facili ty						
Mem orizat ion						
Spee						

25U Signal Support Enlisted

	M ea n I m p			S D I m p			S E I m p			M ea n Le ve l			S D Le ve l			S E m Le ve l		
Ability Name																		
Speed of Closure																		
Flexibility of Closure																		
Perceptual Speed																		
Spatial Orientation																		
Visualization																		
Selective Attention																		
Time Sharing																		
Arm-Hand Steadiness																		

25U Signal Support Enlisted

	M ea n I m p			S D I m p			S E m I m p			M ea n L e v e l			S D L e v e l			S E m L e v e l		
Ability																		
Name																		
iness																		
Manu																		
al																		
Dexte																		
rity																		
Finge																		
r																		
Dexte																		
rity																		
Contr																		
ol																		
Preci																		
sion																		
Multil																		
imb																		
Coordi																		
nation																		
on																		
Resp																		
onse																		
Orien																		
tation																		
Rate																		
Contr																		
ol																		
React																		
ion																		
Time																		

25U Signal Support Enlisted

	M ea n l i m p			S D l i m p			S E m l i m p			M ea n l e v e l			S D l e v e l			S E m l e v e l		
Ability Name																		
Wrist																		
Finger Speed																		
Speed of Limb Movement																		
Static Strength																		
Explosive Strength																		
Dynamic Strength																		
Trunk Strength																		
Stamina																		

25U Signal Support Enlisted

	M ea n Im p			S D Im p			SE m Im p			M ea n Le ve l			S D Le ve l			SE m Le ve l		
Abilit y Name																		
Exten t Flexi bility																		
Dyna mic Flexi bility																		
Gros s Body Coordi nation																		
Gros s Body Equili brium																		
Near Visio n																		
Far Visio n																		
Visua l Color Discri																		

25U Signal Support Enlisted

	M ea n Im p			S D Im p			SE m Im p			M ea n Le ve l			S D Le ve l			SE m Le ve l		
Abilit y Name min.																		
Night Visio n																		
Perip heral Visio n																		
Dept h Perce ption																		
Glare Sensl tivity																		
Heari ng Sensi tivity																		
Audit ory Atten tion																		
Soun d Local izatio n																		

25U Signal Support Enlisted

	Mean Imp			SD Imp			SE Imp			Mean Lev			SD Lev			SE Lev		
Ability Name																		
Speech Recognition																		
Speech Clarity																		

Note. 1 = Army SMEs ($n = 9$); 2 = Army Analysts ($n = 8$); 3 = O*NET Analysts ($n = 8$). Shaded mean importance values indicate that two or fewer analysts rated its importance as ≥ 2 . Shaded SE_M values indicate an SE_M > .51.

APPENDIX E

Descriptive Statistics for SME and Analyst Ratings on O*NET Skill Rating Scales by Target Job

31A Military Police Officers

	M ea n I m p			S D I m p			S E I m p			M ea n L e v e l			S D L e v e l			S E m L e v e l		
Skill Name																		
Reading Comprehension																		
Active Listening																		
Writing																		
Speaking																		
Mathematics																		
Science																		
Critical Thinking																		
Active Learning																		
Learning																		

31A Military Police Officers

	M ea n I m p			S D I m p			S E m I m p			M ea n L e v e l			S D L e v e l			S E m L e v e l		
Skill Name																		
Strategies																		
Monitoring																		
Social																		
Perceptive																		
ness																		
Coordination																		
Persuasion																		
Negotiation																		
Instruction																		
Service																		
Orientation																		
Complex Problem																		
em																		

31A Military Police Officers

Skill Name	M e a n I m p			S D I m p			S E m I m p			M e a n L e v e l			S D L e v e l			S E m L e v e l		
Solvi ng																		
Oper ation s																		
Analy sis																		
Tech nolog y																		
Desig n																		
Equip ment																		
Selec tion																		
Instal lation																		
Progr ammi ng																		
Quali ty																		
Contr ol																		
Analy sis																		
Oper ation s																		
Monit oring																		

31A Military Police Officers

Skill Name	M ea n I m p			S D I m p			S E m I m p			M ea n L e v e l			S D L e v e l			S E m L e v e l		
Operation and Control																		
Equipment Maintenance																		
Troubleshooting																		
Repairing																		
Systems Analysis																		
Systems Evaluation																		
Judg. and Dec. Making																		
Time Management																		

31A Military Police Officers

Skill Name	M ea n Im p			S D Im p			SE m Im p			M ea n Le ve l			S D Le ve l			SE m Le ve l		
M. of Finan cial Reso urces																		
M. of Mater ial Reso urces																		
M. of Perso nnel Reso urces																		

31B Military Police Enlisted

Skill Name	M ea n Im p			S D Im p			SE m Im p			M ea n Le ve l			S D Le ve l			SE m Le ve l		
Reading Comprehension																		
Active Listening																		
Writing																		
Speaking																		
Mathematics																		
Science																		
Critical Thinking																		
Active Learning																		
Learning																		

31B Military Police Enlisted

	M ea n Im p	S D Im p	SE m Im p	M ea n Le ve l	S D Le ve l	SE m Le ve l
Skill Name						
Strat egies						
Monit oring						
Socia l						
Perce ptive ness						
Coor dinati on						
Persu asion						
Nego tiatio n						
Instru cting						
Servi ce Orien tation						
Com plex Probl em						

31B Military Police Enlisted

Skill Name	M e a n I m p			S D I m p			S E m I m p			M e a n L e v e l			S D L e v e l			S E m L e v e l		
Solving																		
Operations Analysis																		
Technology Design																		
Equipment Selection																		
Installation																		
Programming																		
Quality Control Analysis																		
Operations Monitoring																		

31B Military Police Enlisted

Skill Name	M ea n I m p			S D I m p			S E m I m p			M ea n L e v e l			S D L e v e l			S E m L e v e l		
Operation and Control																		
Equipment Maintenance																		
Troubleshooting																		
Repairing																		
Systems Analysis																		
Systems Evaluation																		
Judg. and Dec. Making																		
Time Management																		

31B Military Police Enlisted

Skill Name	M e a n I m p			S D I m p			S E m I m p			M e a n L e v e I			S D L e v e I			S E m L e v e I		
M. of Financial Resources																		
M. of Material Resources																		
M. of Personnel Resources																		

88A Motor Transport Officers

Skill Name	M e a n I m p			S D I m p			S E m I m p			M e a n L e v e I			S D L e v e I			S E m L e v e I		
Reading Comprehension																		
Active Listening																		
Writing																		

88A Motor Transport Officers

	Mean Imp	SD Imp	SE Imp	Mean Lev	SD Lev	SE Lev
Skill Name						
ng						
Speaking						
Mathematics						
Science						
Critical Thinking						
Active Learning						
Learning Strategies						
Monitoring						
Social Perceptive						

88A Motor Transport Officers

	M ea n Im p			S D Im p			SE m Im p			M ea n Le ve l			S D Le ve l			SE m Le ve l		
Skill Name																		
ness																		
Coor dinati on																		
Persu asion																		
Nego tlatio n																		
Instru cting																		
Servi ce Orien tation																		
Com plex Probl em Solvi ng																		
Oper ation s Analy sis																		
Tech nolog y																		

88A Motor Transport Officers

	M ea n I m p			S D I m p			S E m I m p			M ea n L e v e l			S D L e v e l			S E m L e v e l		
Skill Name																		
Design																		
Equipment Selection																		
Installation																		
Programming																		
Quality Control Analysis																		
Operations Monitoring																		
Operation and Control																		
Equipment Maintenance																		

88A Motor Transport Officers

Skill Name	M ea n im p			S D im p			SE m im p			M ea n Le ve l			S D Le ve l			SE m Le ve l		
Trou blesh ootin g																		
Repat ring																		
Syste ms Analy sis																		
Syste ms Evalu ation																		
Judg. and Dec. Maki ng																		
Time Mana geme nt																		
M. of Finan cial Reso urces																		
M. of Mater ial Reso urces																		

88A Motor Transport Officers

Skill Name	M ea n I m p			S D I m p			S E m I m p			M ea n L e v e l			S D L e v e l			S E m L e v e l		
M. of Perso nnel Reso urces																		

88M Motor Transport Enlisted

Skill Name	M e a n I m p			S D I m p			S E m I m p			M e a n L e v e l			S D L e v e l			S E m L e v e l		
Reading Comprehension																		
Active Listening																		
Writing																		
Speaking																		
Mathematics																		
Science																		
Critical Thinking																		
Active Learning																		
Learning																		

88M Motor Transport Enlisted

	M ea n Im p	S D Im p	SE m Im p	M ea n Le ve l	S D Le ve l	SE m Le ve l
Skill Name						
Strategies						
Monitoring						
Social						
Perceptiveness						
Coordination						
Persuasion						
Negotiation						
Instruction						
Service Orientation						
Complex Problem						

88M Motor Transport Enlisted

Skill Name	M ea n Im p			S D Im p			SE m Im p			M ea n Le ve l			S D Le ve l			SE m Le ve l		
Solving																		
Operations Analysis																		
Technology Design																		
Equipment Selection																		
Installation																		
Programming																		
Quality Control Analysis																		
Operations Monitoring																		

88M Motor Transport Enlisted

Skill Name	M e a n I m p			S D I m p			S E m I m p			M e a n L e v e l			S D L e v e l			S E m L e v e l		
Operation and Control																		
Equipment Maintenance																		
Troubleshooting																		
Repairing																		
Systems Analysis																		
Systems Evaluation																		
Judg. and Dec. Making																		
Time Management																		

88M Motor Transport Enlisted

Skill Name	M e a n I m p			S D I m p			S E m I m p			M e a n L e v e l			S D L e v e l			S E m L e v e l		
M. of Finan cial Reso urces																		
M. of Mater ial Reso urces																		
M. of Perso nnel Reso urces																		

19A Tank Platoon Leader

	M ea n I m p			S D I m p			S E I m p			M ea n L e v e l			S D L e v e l			S E L e v e l		
Skill Name																		
Reading Comprehension																		
Active Listening																		
Writing																		
Speaking																		
Mathematics																		
Science																		
Critical Thinking																		
Active Learning																		
Learning																		

19A Tank Platoon Leader

	Mean Imp			SD Imp			SE Imp			Mean Lev			SD Lev			SE Lev		
Skill Name																		
Strategies																		
Monitoring																		
Social Perceptiveness																		
Coordination																		
Persuasion																		
Negotiation																		
Instructing																		
Service Orientation																		
Complex Problem																		

19A Tank Platoon Leader

	M ea n I m p			S D I m p			S E m I m p			M ea n L e v e l			S D L e v e l			S E m L e v e l		
Skill Name																		
Solving																		
Operations Analysis																		
Technology Design																		
Equipment Selection																		
Installation																		
Programming																		
Quality Control Analysis																		
Operations Monitoring																		

19A Tank Platoon Leader

	M ea n Im p			S D Im p			SE m Im p			M ea n Le ve l			S D Le ve l			SE m Le ve l		
Skill Name																		
Operation and Control																		
Equipment Maintenance																		
Troubleshooting																		
Repairing																		
Systems Analysis																		
Systems Evaluation																		
Judg. and Dec. Making																		
Time Management																		

19A Tank Platoon Leader

Skill Name	M e a n I m p			S D I m p			S E m I m p			M e a n L e v e l			S D L e v e l			S E m L e v e l		
M. of Finan cial Reso urces																		
M. of Mater ial Reso urces																		
M. of Perso nnel Reso urces																		

19K Tank Armor Crewmen Enlisted

Skill Name	M ea n I m p			S D I m p			S E I m p			M ea n L e v e l			S D L e v e l			S E L e v e l		
Reading Comprehension																		
Active Listening																		
Writing																		
Speaking																		
Mathematics																		
Science																		
Critical Thinking																		
Active Learning																		
Learning																		

19K Tank Armor Crewmen Enlisted

	M ea n Im p			S D Im p			SE m Im p			M ea n Le ve l			S D Le ve l			SE m Le ve l		
Skill Name																		
Strategies																		
Monitoring																		
Social Perceptiveness																		
Coordination																		
Persuasion																		
Negotiation																		
Instruction																		
Service Orientation																		
Complex Problem																		

19K Tank Armor Crewmen Enlisted

Skill Name	M e a n I m p			S D I m p			S E m I m p			M e a n L e v e l			S D L e v e l			S E m L e v e l		
Solving																		
Operations Analysis																		
Technology Design																		
Equipment Selection																		
Installation																		
Programming																		
Quality Control Analysis																		
Operations Monitoring																		

19K Tank Armor Crewmen Enlisted

	Skill Name	M ea n I m p			S D I m p			S E m I m p			M ea n L e v e l			S D L e v e l			S E m L e v e l		
	Operation and Control																		
	Equipment Maintenance																		
	Troubleshooting																		
	Repairing																		
	Systems Analysis																		
	Systems Evaluation																		
	Judging and Deciding																		
	Time Management																		

19K Tank Armor Crewmen Enlisted

Skill Name	M e a n I m p			S D I m p			S E m I m p			M e a n L e v e l			S D L e v e l			S E m L e v e l		
M. of Finan cial Reso urces																		
M. of Mater ial Reso urces																		
M. of Perso nnel Reso urces																		

25A Signal Support Officer

Skill Name	M ea n Im p			S D Im p			SE m Im p			M ea n Le ve l			S D Le ve l			SE m Le ve l		
Reading Comprehension																		
Active Listening																		
Writing																		
Speaking																		
Mathematics																		
Science																		
Critical Thinking																		
Active Learning																		
Learning																		

25A Signal Support Officer

	Mean Imp			SD Imp			SE Imp			Mean Lev			SD Lev			SE Lev		
Skill Name																		
Strategies																		
Monitoring																		
Social Perceptiveness																		
Coordination																		
Persuasion																		
Negotiation																		
Instruction																		
Service Orientation																		
Complex Problem																		

25A Signal Support Officer

	M ea n I m p	S D I m p	S E I m p	M ea n L e v e l	S D L e v e l	S E L e v e l
Skill Name						
Solving						
Operations Analysis						
Technology Design						
Equipment Selection						
Installation						
Programming						
Quality Control Analysis						
Operations Monitoring						

25A Signal Support Officer

	Skill Name	M e a n I m p			S D I m p			S E m I m p			M e a n L e v e l			S D L e v e l			S E m L e v e l		
	Operation and Control																		
	Equipment Maintenance																		
	Troubleshooting																		
	Repairing																		
	Systems Analysis																		
	Systems Evaluation																		
	Judg. and Dec. Making																		
	Time Management																		

25A Signal Support Officer

	M ea n Im p			S D Im p			SE m Im p			M ea n Le ve l			S D Le ve l			SE m Le ve l		
Skill Name																		
M. of Finan cial Reso urces																		
M. of Mater ial Reso urces																		
M. of Perso nnel Reso urces																		

25U Signal Support Enlisted

Skill Name	M ea n Im p			S D Im p			SE m Im p			M ea n Le ve l			S D Le ve l			SE m Le ve l		
Reading Comprehension																		
Active Listening																		
Writing																		
Speaking																		
Mathematics																		
Science																		
Critical Thinking																		
Active Learning																		
Learning																		

25U Signal Support Enlisted

	Skill Name	Mean Imp			SD Imp			SEm Imp			Mean Lev			SD Lev			SEm Lev		
	Strategies																		
	Monitoring																		
	Social Perceptiveness																		
	Coordination																		
	Persuasion																		
	Negotiation																		
	Instruction																		
	Service Orientation																		
	Complex Problem																		

25U Signal Support Enlisted

Skill Name	M ea n I m p			S D I m p			S E m I m p			M ea n L e v e l			S D L e v e l			S E m L e v e l		
Solving																		
Operations																		
Analysis																		
Technology Design																		
Equipment Selection																		
Installation																		
Programming																		
Quality Control Analysis																		
Operations Monitoring																		

25U Signal Support Enlisted

	Skill Name	M ea n Im p			S D Im p			SE m Im p			M ea n Le ve l			S D Le ve l			SE m Le ve l		
	Oper ation and Contr ol																		
	Equip ment Maint enan ce																		
	Trou blesh ootin g																		
	Repai ring																		
	Syste ms Analy sis																		
	Syste ms Evalu ation																		
	Judg. and Dec. Maki ng																		
	Time Mana geme nt																		

25U Signal Support Enlisted

	M ea n Im p			S D Im p			SE m Im p			M ea n Le ve l			S D Le ve l			SE m Le ve l		
Skill Name																		
M. of Financial Resources																		
M. of Material Resources																		
M. of Personnel Resources																		